

Extra Ordinary Part - I-L / 2009

Extra No.	Date	Department
Extra No.1	03-01-2009	Labour & Employment Department
Extra No.2	12-01-2-009	Labour & Employment Department
Extra No.3	28-01-2009	Labour & Employment Department
Extra No.4	29-01-2009	Labour & Employment Department
Extra No.5	11-02-2009	Labour & Employment Department
Extra No.6	13-02-2009	Labour & Employment Department
Extra No.7	17-02-2009	Labour & Employment Department
Extra No.8	25-02-2009	Labour & Employment Department
Extra No.9	26-02-2009	Labour & Employment Department
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Extra No.11	16-03-2009	Labour & Employment Department
Extra No.12	19-03-2009	Labour & Employment Department
Extra No.13	19-03-2009	Labour & Employment Department
Extra No.14	04-04-2009	Labour & Employment Department
Extra No.15	04-04-2009	Labour & Employment Department
Extra No.16	17-04-2009	Labour & Employment Department
Extra No.17	20-04-2009	Labour & Employment Department
Extra No.18	20-04-2009	Labour & Employment Department
Extra No.19	20-04-2009	Labour & Employment Department
Extra No.20	24-04-2009	Labour & Employment Department
Extra No.21	28-04-2009	Labour & Employment Department
Extra No.22	28-04-2009	Labour & Employment Department
Extra No.23	02-05-2009	Labour & Employment Department
Extra No.24	14-05-2009	Labour & Employment Department
Extra No.25	26-05-2009	Labour & Employment Department
Extra No.26	15-06-2009	Labour & Employment Department

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Extra No.	Date	Department
Extra No.27	07-07-2009	Labour & Employment Department
Extra No.28	18-07-2009	Labour & Employment Department
Extra No.29	20-07-2009	Labour & Employment Department
Extra No.30	20-07-2009	Labour & Employment Department
Extra No.31	21-07-2009	Labour & Employment Department
Extra No.32	27-07-2009	Labour & Employment Department
Extra No.33	27-07-2009	Labour & Employment Department
Extra No.34	18-08-2009	Labour & Employment Department
Extra No.35	18-08-2009	Labour & Employment Department
Extra No.36	22-08-2009	Labour & Employment Department
Extra No.37	22-08-2009	Labour & Employment Department
Extra No.38	07-09-2009	Labour & Employment Department
Extra No.39	07-09-2009	Labour & Employment Department
Extra No.40	07-09-2009	Labour & Employment Department
Extra No.41	14-09-2009	Labour & Employment Department
Extra No.42	22-09-2009	Labour & Employment Department
Extra No.43	25-09-2009	Labour & Employment Department
Extra No.44	25-09-2009	Labour & Employment Department
Extra No.45	25-09-2009	Labour & Employment Department
Extra No.46	05-10-2009	Labour & Employment Department
Extra No.47	15-10-2009	Labour & Employment Department
Extra No.48	22-10-2009	Labour & Employment Department
Extra No.49	12-11-2009	Labour & Employment Department

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Extra No.	Date	Department
Extra No.50	16-11-2009	Labour & Employment Department
Extra No.51	21-11-2009	Labour & Employment Department
Extra No.52	23-11-2009	Labour & Employment Department
Extra No.53	27-11-2009	Labour & Employment Department
Extra No.54	30-11-2009	Labour & Employment Department
Extra No.55	07-12-2009	Labour & Employment Department
Extra No.56	07-12-2009	Labour & Employment Department
Extra No.57	08-12-2009	Labour & Employment Department
Extra No.58	30-12-2009	Labour & Employment Department
Extra No.59	30-12-2009	Labour & Employment Department

EXTRA No. 1

POSTAL REGISTRATION
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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧લી જાન્યુઆરી, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सन् १९४७न्ो १४म्नो).

ક્રમાંક કેએચઆર-૨૦૦૯/૧/આઈડીએ-૧૦૯૮-૩૪૦-પાર્ટ-૧-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમીકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

I-L-Extra-I

1/1

તેથી, હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., હજીરા મેન્યુ. ડીવીઝન, સુરત હેઠળના શ્રમયોગીના રોજગારની સેવાઓને તારીખ ૧૭મી જાન્યુઆરી, ૨૦૦૯થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 2

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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૭મી જાન્યુઆરી, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો):

ક્રમાંક કેએચઆર-૨૦૦૮/૪/આઈડીએ-૨૦૦૨-૪૬૬-પાર્ટ-૧-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

2/2 GUJ. GOVT. GAZ. EX., JANUARY 12, 2009/PAUSA 22, 1930 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., વડોદરા મેન્યુફેક્ચરીંગ ડીવીઝન, વડોદરા હેઠળના શ્રમયોગીના રોજગારની સેવાઓને તારીખ ૨૫મી જાન્યુઆરી, ૨૦૦૮થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૮મી જાન્યુઆરી, ૨૦૦૯.

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૨૦૦૯/૦૮/આઈડીઓ/૨૦૦૨/૧૧૧૭/પાર્ટ-૧-મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, રેયોન અને સ્પીનીંગ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારનો સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

I-L-Extra—3

3/2 GUJ. GOVT. GAZ. EX., JANUARY 28, 2009/MAGHA 8, 1930 [PART I-L

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (દ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઈન્ડિયન રેયોન (આદિત્ય બીરલા નુવો લી., નું યુનિટ), વેરાવળ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 4

POSTAL REGISTRATION
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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948
GANDHINAGAR**

Notification

No. KH/SHMC/38946/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its applicable to the state of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar the Competent Authority appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in part-I of the schedule to the Act.

(Average prices for the calender year 1960 = 100)

Month	Cost of living Index Number
NOVEMBER - 2008	3179

Gandhinagar, 27th January, 2009.

H. R. SHAH,
Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૮૮૪૬/એમડબલ્યુએ/૬/-લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ગ)થી મળેલ સત્તાની રૂએ હું નાયબ શ્રમ આયુક્ત, ગાંધીનગર આથી લઘુત્તમ
વેતન અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ
રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારી માટેના નીચે મુજબ જીવન
નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
નવેમ્બર - ૨૦૦૮	૩૧૭૯

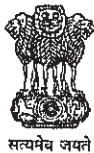
ગાંધીનગર, તારીખ ૨૭મી જાન્યુઆરી, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 5/1

POSTAL REGISTRATION
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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-11-MWA-102008-302-M(2):--WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-63-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/1-1 to 27/1-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

I-L-Extra—5/1

5/1-1

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/90/MWA/1097/ 1619/(1)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Automobiles repairing workshops and Garages**" **the Scheduled Employment under entry 35 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Automobiles repairing Workshops and Garages

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone - II
1	2	3	
I	Skilled Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician.	135.10	133.70
II	Semi-Skilled Garage / Work shop In charge, Assistant Mechanic, Sales man, Fitter, Turner, Tinsmith Welder, Blacksmith, Painter, Tool Clerk, Colour man, Clerk, Clerk-typist, Typist, Driver.	134.00	132.60
III	Un-skilled Helper, Cleaner, Watchman, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon.	132.90	131.50

Explanation For the purpose of this Notification

(1) (a) Zone-I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949, and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone-II shall comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

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(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) No deduction shall be made in respect of the perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees shall be given equal wages for equal work..

(8) The minimum rates of wages payable to an apprentice employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, in addition to special allowance for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/2

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



सत्यमेव जयते

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Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-12-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-63-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/2-1 to 27/2-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

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AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/91/MWA/1097/1619/(2)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Bakeries**" **the Scheduled Employment under entry-38 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October, and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Bakeries

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)		
		Zone-I 3	Zone-II	Zone-III
1	2			
I	Skilled Mistry (Daught man), Bhartiwala, Truck Driver or Motor Driver, Delivery Van,	137.60	136.90	136.20
II	Semi-Skilled Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man) Rickshaw Driver.	134.70	134.00	133.30
III	Un-Skilled Patrawala, Helper, Peon, Office- Boy, Sweeper, Packer, Watchman.	133.30	132.60	131.80
IV	Clerical Staff			
	1. Manager	137.60	137.60	136.20
	2. 2. Clerk – typist, Cashier, Steno-typist	137.60	135.50	134.70

Explanation For the purpose of this Notification

(1) (a) Zone 1 shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.

(c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-13-MWA-102008-302-M(2):--WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-65-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/3-1 to 27/3-6 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/90/MWA/1097/ 1619/(1)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Bobbin Industry**" the **Scheduled Employment under entry-21 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Bobbin Industry

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I 3	Zone -II 4
I	Skilled -A Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant.	140.00	136.90
II	Skilled -B (1) Employees doing the work of joining and grinding band saw blades. (2) Employees doing the work of cutting wood on land saw machine according to the required size. (3) Asstt. Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instruction of the department Mistry. (4) Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck Drivers, Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machineman, or Machine Operator, Moulder.	136.90	135.40
III	Semi-skilled -A (1) Employees engaged in testing of all types of the finished bobbins.	134.90	134.00

1	2	3	4
	(2) Employees engaged in cutting grooves on the cutter machine on all types of bobbins or rings and wood.		
	(3) Employees engaged in finishing of all types of bobbins on the finishing machine.		
	(4) Employees engaged in semifinishing of all types of bobbins on turning machines and copying machines.		
IV	Semi-skilled-B	134.30	133.70
	(1) Employees engaged in fitting pressing and punching all types of rings on all types of bobbins.		
	(2) Employees engaged in painting all types of bobbins under the instructions of Mistry.		
	(3) Employees engaged in oiling and greasing.		
	(4) Employees engaged in preparing all types of bobbins		
	(5) Employees engaged in preparing grooves on rings and shields of all types of bobbins on cutting machine.		
	(6) Employees engaged in centering of all types of bobbins.		
	(7) Employees engaged in roughing of all types of bobbins on roughing and turning machine.		

1	2	3	4
	(8) Employees engaged in reaming of all types of bobins.		
	(9) Employees engaged in drilling of all types of bobins on drilling machine set by the mistry.		
	(10) Employees engaged in seasoning of wood.		
	(11) Employees engaged in cutting pieces from wooden stripes as per instructions of the mistry.		
	(12) Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine.		
	(13) Employees engaged in railing and pressing of all types of bobins on the railing machine.		
V	Un-skilled	133.60	133.00
	(1) Sweeper, Watchman, Office-boys, Hand cart worker, Water man,		
	(2) Employees engaged in loading and unloading goods in trucks.		
	(3) Employees engaged in the movement of raw material and finished products in the factory.		
	(4) Employees engaged in feeding and removing wood on the hand saw machine.		

Explanation For the purpose of this Notification

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone-II shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 5/4

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 14 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department No. KHR-66-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/4-1 to 27/4-4 in the Government Gazette, Extra-ordinary, Part -IL,

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inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(6)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Bone Crushing Industry" the Scheduled Employment under entry 27 of the Schedule to the Act.,** in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance; and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of

six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in bone crusing industry

Sr. no 1	Classes of Employees 2	Rates payable per day (Rs.) 3
I	Skilled Manager, Head Supervisor, Supervisor, Foreman Engine cum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truc Driver, Machine Operator, Cook (Male / Female)	135.60
II	Unskilled-A Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.	133.30
III	Unskilled-B Basket Carrier Bone Metal collector Mazdoor Peon.	132.60

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

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- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-15-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-67-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/5-1 to 27/5-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/94/MWA/1097/1619/(2)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Brick Manufacturing Industry**" **the Scheduled Employment under entry-31 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October, and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Brick Manufacturing Industry.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I 3	Zone - II 4
I	(a) Patlawala-A (Brick Moulder)	158.90 (1100 Bricks)	154.50
	(Where employees are required to dig earth, prepare mud mixture, mould bricks dry them thereafter arrange them in proper rows and clean the place of work.)		
II	(b) Patlawala-B	154.50 (1000 Bricks)	151.60
	(Where employees are provided with earth at the work site by the employer and whereafter the employee is required to prepare mud mixture, mould bricks, dry them arrange rows and clean the place of work.)		
2	(a) Bharatiwala (Raw Brick Carrier)	120.10 (1100 Bricks)	119.20
	(Where donkeys are utilised for carrying bricks.)		
	*These rates are for carrying 1100 bricks upto a distant of 100 meters. For every 100mts. beyond or part thereof 50 paise extra should be paid over the above rates.		
3	Khadkania (Bricks Arranger)	120.50 (1000 Bricks)	120.10
4	Nakashi (Finished Bricks carrier)	121.40 (1000 Bricks)	120.60

1	2	3	4
5	Accountant Supervisors, Mukadam	140.70	139.10
6	Mistry	140.20	138.50
7	Jalalya (fireman) and Clerk	136.30	135.20
8	Tikdiwala, Chokidar, Peon and other Miscellaneous Labour.	133.70	133.20
9	Truck Driver and Car Driver	138.70	138.70

*If any brick manufacturing industry Employs a truck driver or a car driver, such driver shall be paid minimum rate of wages and the special allowance at the same rates as are applicable to a driver in respect of the Employment in Motor Transport.

Explanation :

The employees shall be entitle to get " Full back wages" at the rate of fifty percent only where the employer fails to provide him work due to bad whether or for any other reason. The "Full back wages" shall be the average daily wages calculated on the basis of basis rates plus special allowance received in the previous month by the employee:

Provided that the employee shall not be entitled to get " Full back wages" for the day, if he earns less than the amount of " Full back wages" on that day on account of his unwillingness to work for any reason what so ever.

Explanation For the purpose of this Notification

(1) (a) Zone 1 shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs..

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance,

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/6

POSTAL REGISTRATION
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LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 16 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department No. KHR-68-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948),

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at pages 27/6-1 to 27/6-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(6)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Cement prestressed products industry" the Scheduled Employment under entry 26 of the Schedule to the Act., in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month.

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Cement prestressed products industry

Explanation : For the purpose of this entry Cement Prestressed Products Industry include the following articles from cement, Namely :-

- | | |
|--------------------------|-----------------------------------|
| (1) Cement pillars | (7) Cement pipes |
| (2) Cement grill of jail | (8) Cement tiles |
| (3) Cement angles | (9) Cement beams |
| (4) Cement poles | (10) Cement Kundas (Flower Pots) |
| (5) Cement Tanka | (11) Cement benches |
| (6) Cement paniayara | (12) Hollow Cement bricks |
- (13) Any other article manufactured from cement called by any name.

Sr. no	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic	139.40
II	Semi Skilled Concrete mixture maker, Cage maker, Wire cutter, Colour mixture, Grinding mill-man, leveling machine-man, polishing machine-man, persons employed in arrange stencil wire on mould plate.	138.30
III	Un-skilled (1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks. (2) Removal of pipes or poles from tank to the storage place.	137.00

1

2

3

- (3) Loading or unloading the materials on trucks.
- (4) Gringing sand, cement etc. for preparing concrete mixture.
- (5) Tile washing, Stone or marble treaking, peons, Malis and sweepers.
- (6) Putting tiles into curing tank and removing them thereafter and stocking them on sites .
- (7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items.
- (8) Persons doing miscellaneous coolie works.

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

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- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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EXTRA No. 5/7

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

S?chivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 17 -MWA-102008-302-M(2):- WHEREAS draft notification under
Government Notification, Labour and Employment Department No. KHR-69-MWA-
102008-302-M(2), dated the 9th June, 2008, was published as required by clause
(b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948),

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5/7-1

at pages 27/7-1 to 27/7-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/96/MWA/1097/1619/(7 & 8)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"the maintainance of the Buildings under entry 23"** and **"in the constrction and maintainance of runways under entry 24"** the **Scheduled Employment of the Schedule to the Act,,** in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of:-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in the maintainance of buildings and Employment in the constrction and maintainance of runways.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone - I 3	Zone -II 4
I	Skilled A	150.00	148.40
	Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools.		
II	Skilled B	141.30	140.50
	Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal), Painter (Decorator) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician.		
III	Semi-skilled	137.60	136.90
	Foreman, Cleaner, Asphlat Sprayer, Mukadam, Miner or Blaster, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Swayer, Wireman, Mixture Driver, Glass Fitter, Welder, Telephone Attendant, Assistant Electrician.		

1	2	3	4
IV	Unskilled Mazdoor, Chokidar, Mali, Sweeper, Below-U-Boy.	135.50	135.10
V	Clerk and Munim	139.50	138.40

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (1) (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

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- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.
- (9) The minimum rates of wages for the employees who are on similar category and work and for the employment in public Motor Transport, shall be paid the minimum rates of wages as prescribed in the scheduled employment of public Motor Transport.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. No. KHR- 18 -MWA-102008-302-M (2):- WHEREAS draft notification under Government Notification, Labour and Employment Department No.KHR-70-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages 27/8-1 to 27/8-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/97/MWA/1097/1619/(9)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any cotton ginning or cotton pressing manufactory"** the **Scheduled Employment under entry 15 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any cotton ginning or cotton pressing manufactory.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone - I 3	Zone -II 4
I	Skilled Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler,	142.70	141.30
II	Semi-Skilled: Fireman, Wireman, Valyeman or Half Pressman, Finisherman, Openerman, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi- Ghati, Tolwala, Bardan Sticher.	139.80	139.10
III	Unskilled (Heavy) Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.	138.40	137.60
IV	Unskilled (Light) Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter.	136.90	136.20
V	Clerical Manager, Supervisor	144.20	143.30

Explanation:

- (I) The employee for any person shall be entitled to get the daily special allowance for unskilling of 20 Kg. of cotton pods, per day if the output of the employee

per day is more or, as the case may be, less, he shall be entitled to get more or, as the case may be less, special allowance accordingly.

(2) The person taking 20 Kg. of cotton pedy per day for unskilling at their residence shall be paid the minimum rate of wages shown at category IV above of the respective zone plus special allowance.

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs..
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class

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of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 19 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department No. KHR-71-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/9-1 to 27/9-4 in the Government Gazette, Extra-ordinary,

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Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/98/MWA/1097/1619/(10)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Homes(under entry 30)" the Scheduled Employment under entry 40 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-**

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof and ;
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home (at entry number 30).

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone - I 3	Zone -II 4
I	Class I	144.30	140.90
	Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualification Graduate and trained)		
II	Class II	141.10	140.00
	Clerk-typist, laboratory technician (unqualified) X-Ray technician (unqualified), Steno-typist, Nurse / Nurse / Nurse Midwife Physiotherapy technician, Compounder, * Pharmacist (educational qualification B. Pharm or D. Pharm; registered; having experience of ten years or more		
III	Class III	135.60	134.50
	Compounder (untrained) Dresser, Boy, Ayah, Peon..		

Explanation for the purpose of this notification -

- (1)(a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.

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(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 20 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-72-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/10-1 to 27/10-4 in the Government Gazette,

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Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/99/MWA/1097/1619/(11)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"drilling operation and maintenance of Tube-wells"** the **Scheduled Employment under entry 34 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

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Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in drilling operation and maintenance of Tube-wells.

Sr. no 1	Classes of Employees 2	Rates payable per day (Rs.) 3
I	Skilled Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II. Electrician Grade I, Auto Fitter Grade I, Turner Grade II.	144.90
II	Semi Skilled Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator Carpenter, Mason, Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter Grade II	139.10
III	Un-skilled Helper Grade I and II, Oil man Grade I and II, Plumber Grade II, Carpenter Grade II, Turner Grade II, Generator Operator Grade III, Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner.	136.20

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/11

POSTAL REGISTRATION

No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 21 -MWA-102008-302-M (2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-73-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act,

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be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month: Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Electronics and Allied or Incidental Industries.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machineman, Forman, Driver, Tester, Telephone Operator, Mechanic, Electrician, Winder Assembler, Carpenter, Supervisor (Quality Control Accountant, Head Cashier, Head Clerk, Store Keeper.	142.00
II	Semi-skilled Coil winder, Transformer winder, Decorator, Draftsman, Solderman, Control Penal Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter,.	139.10
III	Unskilled Faras (Jhadoowala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener / Mali, Cleaner.	136.20

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special

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1948. (XI of 1948), at pages 27/11-1 to 27/11-4 in the Government Gazette, Extra ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And whereas the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/100/MWA/1097/1619/(12)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Electronics and Allied or Incidental Industries" the Scheduled Employment under entry 41 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of; and

(b)a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

(i) for the rise of every five points over the cost of living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

(ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/12

POSTAL REGISTRATION
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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 22 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-74-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

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(XI of 1948), at pages 27/12-1 to 27/12-7 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/101/MWA/1097/1619/(13)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Film Industry including Employment in production, distribution and exhibition of films" the Scheduled Employment under entry 33 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that; -
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month.

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Film Industry including Employment in production, distribution and exhibition of films

SCHEDULE-I

(A) Production of Films (Studios)

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Class I Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant.	149.30
II	Class II Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor, Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman.	143.20
III	Class III Jhadoowala (Sweeper), Gardner, Assistant Watchman, Peon Helper, Labourer.	138.70

SCHEDULE-II**(E) Distribution and Exhibition of Films.**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
1.	Class I Manager, Public Officer or Publicity Manager.	149.30	145.60	140.90
	Class II Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant In charge.	146.20	142.40	138.70
	Class III Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator Wireman, Booking Clerk, Carpenter or Tin-smith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant In charge, Assistant Cooling Plan In charge.	143.20	139.40	136.30
	Class IV Painter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Forman, Tent Master, Boor Keeper, Watchman, Liftman.	140.90	137.80	136.30
	Class V Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand Bill Boy.	138.70	136.30	134.10

SCHEDULE - III**(C) Touring Cinema**

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Class I Manger, Public Officer or Publicity Manager.	139.40
	Class II Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge.	137.10
	Class III Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tin-smith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plan Incharge.	135.40
	Class IV Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman.	132.30
	Class V Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand bill boy.	132.60

Explanation for the purpose of this notification :-

- (1) In respect of the employees in the production of the films (Studio) covered under schedule-I and Touring Cinema covered under schedule-III, all the areas of the state of Gujarat shall form a single Zone and the rates will be applicable uniformly.

(2) In respect of the employees employed in the Distribution and exhibition of Films covered under Schedule II, the zones shall be as under :-

- (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.
 - (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.
 - (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II
- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed

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for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 23-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-75-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

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5/13-1

(XI of 1948), at pages 27/13-1 to 27/13-4 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/102/MWA/1097/1619/(14)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Fisheries Industries" the Scheduled Employment under entry 44 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that; -
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Fisheries Industries

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled A Supervisor, Processing Supervisor,	139.40
II	Skilled B Processing Assistant, Store Boy, Grader	136.60
III	Semi-skilled Washer, Peelers, Packers.	135.10
IV	Unskilled Peon, Watchman, Mazdoor, Helper.	133.70
V	Clerical Clerk, Typist, Clerk cum typist	136.60

(1) The entire State shall be treated as one Zone

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he

works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 24 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-76-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI

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of 1948), at pages 27/14-1 to 27/14-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/103/MWA/1097/1619/(15)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations" the Scheduled Employment under entry 28 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and

(b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

(i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

(ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in forestry and timber operations other than those carried on by a farmer or on a farm as incidental to or in conjunction with farm operations.

Explanation:

For the purpose of this entry, timer operation shall include the measurement, numbering, falling, sawing, hollowing-cut, sizing and staking of timer and sale of timber.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled	134.00
	Labour engaged in the Measuring of timber and the Numbering of timer.	
II	Semi-skilled	133.60
	Labour engaged in the Falling of trees, Fashioning and charcoal manufacture (heatening).	
III	Unskilledxs.	132.00
	Labour engaged in the preparation of rabs, cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of bounderies, a digging of pits and the manufacturing of charcoal (Workers except Headman), Labour engaged on transport (Vahru-karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman.	

Explanation for the purpose of this notification:

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. Kadri,
Deputy Secretary to Government,

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-25-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-77-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI

I-L-Extra-5/15

5/15-1

of 1948), at pages 27/15-1 to 27/15-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/104/MWA/1097/1619/(16)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Hosiery Industries" the Scheduled Employment under entry 46 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall

be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Hosiery Industries

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Accountant, Supervisor, Salesman, Knitting Master, Mahine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Stiching Master.	139.80	136.90
II	Semiskilled Wrapper, Wiver. Knitter, (Sarcular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Pinting Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machineman, Flat Machineman, Ironingman, Pressman,	139.80	136.90
III	Unskilled Peon, Watchman, Sweeper, Helper, Gadikarnar, (Gadiman) Taka Kamar, / Tankiman, Neck Cutter, Dhagha Cutter, Labller, Box Packer, / Packer.	136.90	134.00

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.
- (2) In case of an employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong .
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 % of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

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EXTRA No. 5/16

POSTAL REGISTRATION
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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-26 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-78-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/16-1 to 27/16-5 in the Government Gazette, Extra-

I-L-Extra-5/16

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ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/105/MWA/1097/1619/(17)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Hospitals and Nursing Homes**" the **Scheduled Employment under entry 30 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:Provided

that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Hospitals and Nursing Homes.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	Class I Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, Store Officer, Senior Officer, Epidemiologist Cum Sanitary Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R. N. and R. M.), Assistant Matron (R. N. and R. M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained)	145.00	143.90
II	Class II Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organiser Nurse/ Nurse Mid Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.	142.10	140.60

1	2	3	4
III	Class III Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstratician (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.	139.40	138.00
IV	Class IV Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stracher bearer, Mazdoor, Post Mortem Poen, Messman, Peon, Laboratory Peon, Cook, Liftman.	136.30	135.10

Explantation for the purpose of this Notification -

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he

works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees shall be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/17

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 27 -MWA-102008-302-M(2) :-Whereas draft notification under Government Notification, Labour and Employment Department under No. KHR-79-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/17-1 to 27/17-4 in the Government Gazette, Extra-ordinary, I-L-Extra No. 5/17

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5/17-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L

Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/106/MWA/1097/1619/(18)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) employing less than 50 workers"** the **Scheduled Employment under entry 39 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Industrial Engineering establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

Explanation for the purpose of this notification -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (b)Z one-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.
- (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/18

POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 28 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-80-MWA-102008-302-M(2), dated the 9th June, 2008, was published as

required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/18-1 to 27/18-4 in the Government Gazette, Extraordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/107/MWA/1097/1619/(19)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair of goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops"** the Scheduled Employment under entry 51 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special

allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, recondition ing, assemblies or repair or goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which produce for manufactorying, assembling and repairing establishments and workshops.

Sr. No. 1	Classes of Employees 2	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III. 5
I	Skilled A	141.30	140.50	139.80
II	Skilled B	138.40	137.60	136.90
III	Semi-skilled	136.20	135.50	134.70
IV	Unskilled	135.10	134.40	133.60
V	Office Staff	138.40	137.40	136.60

Explanation for the purpose of this notification -

- (1) (a) Zone 1 shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

- (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.
- (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance, if they work upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A.M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/19

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 29 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-81-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/19-1 to 27/19-7 in the Government Gazette, Extra-

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5/19-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the Official Gazette.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/108/MWA/1097/1619/(20)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Jari Industry" the Scheduled Employment under entry 20 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Jari Industry.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	Skilled Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imitation (a) Ustad (Manager) Trakwala, Kasab Winder (b) Chanadia (b) Badla-Chhap padnar, Tikawala, Tuber Cutter, Chalakwada, Badla Chhap padnar, Wise Chhap padnar, Katoriwala, Kangrawala, Wire chhap padnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari-weaver, Gilding (Gold and Powder), Gilder, Gotawala Thappawaqla, Gota and Thappa Weaver, Asarwala, Employees working on twisting Machine, Die Making (a) Nagg Ghasnar, (b) Niddle Ghasnar, (c) Niddle Remover, (d) Nang Padnar, (e) Nang Fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidery Workers.	139.20	135.20
II	Semi-skilled Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Tania (Real and Imitation), Patlawala and Pawalawala, Kasab Winder (a) Winder (Wintwawala), (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kundi Gilt, Employees doing	136.90	134.00

1	2	3	4
	Miscellaneous Work, Kasab Chhap padnar, Asarwala, Opener and Bharwawal, Die Making, Ladi Making, Ladi Pandar.		
III	Unskilled	134.50	132.90
	Pawthawala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, (b) Employees doing Miscellaneous Work.		

SCHEDULE-II

I Kasab Vintvawala (Winder), Akhadedars.

- (1) Real slender kasab(pure silk and silver) Rs.1018-60 Per Kg. of the material(Badla).
- (2) Imitation Slender kasab (Pure silk and silver Electroplated copper wire) Rs.1019.60 Per Kg. of the material (Badla)
- (3) Real art silk kasab (Real silver and art silk of 75 deniers) Rs.813.10 Per Kg. of the material (Badla).
- (4) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 70 guage) Rs.613.70 Per Kg. of the material
- (5) Imitation Kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) Rs.411.70 Per Kg. of the material.
- (6)) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 60 guage) Rs.386.10 Per Kg. of the material (Badla).
- (7) Imitation Kasab (Art silk of 75 deniers and silver electroplated Copper wire of 40 guage) Rs. 307.10 Per Kg. of the material (Badla).
- (8) Imitation Kasab (Art silk of 100 deniers and silver electroplated Copper wire of 36 guage) Rs.274.80 Per Kg. of the material (Badla).
- (9) Cotton Imitation Kasab (cotton yarn of counts 120/2 and 100/2 imitation wire of wire of 36 to 40 guage) Rs.206.10 Per Kg. of the material (Badla).
- (10) Cotton Imitation Kasab (cotton yarn of counts 80/2 and 60/2 imitation wire of 33 to 40 guage) Rs.168.20 Per Kg. of the material (Badla).

- (11) Cotton Imitation Kasab (cotton yarn of counts 60/2 and 40/2 imitation wire of 30 to 28 gauge) Rs. 136.90 Per Kg. of the material (Badla).
- (12) Cotton Imitation Kasab (cotton yarn of counts 60/3, 40/3 and 30/3 and imitation wire of 24 to 26 gauge) Rs. 115.70 Per Kg. of the material (Badla).
- (13) Thick Cotton yarn Kasab imitation wire gauge of 20 or 22, Rs. 79.60 Per Kg. of the material (Badla).

II Imitation wire-Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 335.50 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 224.90 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 150.30 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 112.40 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 96.60 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs. 74.90 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 56.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 48.30 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 41.30 per Kg. of wire.

SCHEDULE-III

The special allowance to Akhadedar shall be paid at the following rates.

II Imitation wire-Drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge Rs. 2-90 per Kg. of wire.
- (2) For Drawing wire of 70 gauge Rs. 1-80 per Kg. of wire.
- (3) For Drawing wire of 60 gauge Rs. 1-80 per Kg. of wire.
- (4) For Drawing wire of 50 gauge Rs. 1-80 per Kg. of wire.
- (5) For Drawing wire of 40 gauge Rs. 0.90 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge Rs. 0-50 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge Rs. 0-50 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge Rs. 0-50 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge Rs. 0-50 per Kg. of wire.

Explanation for the purpose of this Notification -

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on-piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/20

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 30-MWA-102008-302-M(2):—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-82-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/20

5/20-1

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Khandasary Industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.	136.90
II	Semi-skilled Fieldman, Sulpherman, Sulperation, Sulpheo Dayaction Mat, Patti Karaguard and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.	134.70
III	Unskilled Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.	133.30
IV	Office Staff Manager. Accountant, Purchaser, Cashier, Time-Keeper, Clerk, Clerk cum Typist	147.90 136.70

Explation for the purpose of this Notifiction -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Khandsary Industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Black- smith, Turner, Bhatti repairer, Fitter, Pumpmen.	136.90
II	Semi-skilled Fieldman, Sulpherman, Sulperation, Sulphero Dayaction Mat, Patti Karaguard and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.	134.70
III	Unskilled Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.	133.30
IV	Office Staff Manager. Accountant, Purchaser, Cashier, Time-Keeper, Clerk, Clerk cum Typist	147.90 136.70

Explan for the purpose of this Notification -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special

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allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-31-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No. KHR-83-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/21

5/21-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/21-1 to 27/21-8 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And Whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/110/MWA/1097/1619/(22-A)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Local Authority, Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949)" the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) Special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;:
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local Authority.

Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949).

Sr. No.	Classes of Employees	Rate payable per day (Rs.)
1	2	3
I	<p>Skilled</p> <p>Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Cope, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.</p>	140.20

1	2	3
II	Semi-skilled	138.70
	Barber, Basket Maker, Bouquet Maker, Camel Keeper, Camp Master, Cart Driver, Chavivala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahayat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).	
III	Unskilled	136.30
	Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah,	

1	2	3
	<p>Bhhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanent Way.</p>	
IV	Clerical Staff	
	Matriculate	141.10
	Non-Matriculate	140.20
	<p>Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant</p>	

1	2	3
	Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector(Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. 141.10140.20	
V	Teachers	
	Class A : Junior Trained Teachers	139.20
	Class B : Voluntary Teachers	136.30
VI	Conservancy Staff	137.80
	Sweeper, Scavenger,	

Explanation:-

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance or roads of in building operations or employment or in Stone breaking or stone crushing if the case may be.

Explanation for the purpose of this notification :-

(1) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(3) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(5) Male and female employees shall be given equal wages for equal work.

(6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-32-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No. KHR-84-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/22

5/22-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/22-1 to 27/22-8 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/111/MWA/1097/1619/(22-B)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993)" the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs:0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be, 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993).

Sr. No	Classes of Employees	Rate payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled	140.20	139.20	138.40
	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and			

1	2	3	4	5
	Inspector, Controller Hand Assistant, Driver Crane, Electrical Motor Machine Grade-I, Mechanical Electrical Meter Grade-III, Inspector, Mechanic Cycle, Modular Assistant, Polisher, Regulator a class, Sawyer Machines, Supervisor, Driving, Tinsmen Grade-I and II, Tinsman Assistant, Turner, Machinist, Wagon Hand Assistant, Winder Armature Assistant.			
II	Semi-Skilled	138.70	137.80	136.90
	Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter, Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman, Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock			

1	2	3	4	5
	(For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car mmmWasher Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).			
III	Unskilled	136.30	135.50	134.50
	Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Haman, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka			

1	2	3	4	5
	Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatti, Hammerman, Head Ramal, Head Sepoy, Mukadam Freight Wagon, mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanet Way.			

IV Clerical Staff

Matriculate	141.00	139.50	138.70
Non-Matriculate	140.20	138.70	137.80

Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound

1	2	3	4	5
	Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class, Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.			
V Teachers		139.20	139.20	139.20
	Class A : Junior Trained Teachers			
	Class B : Voluntary Teachers	136.30	136.30	136.30
VI Conservancy Staff		137.80	136.30	135.50
	Sweeper, Scavenger.			

Explanation:-

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance or roads of in building operations or employment or in Stone breaking or stone crushing if the case may be.

Explanation for the purpose of this Notification

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/23

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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Separate paging is given to this part in order that it may be filed
as a separate compilation

PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-33-MWA-102008-302-M(2).—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-85-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/23

5/23-1

5/23-2 GUJ. GOVT. GAZ. EX., FEBRYARY 11, 2009/MAGHA 22, 1930 [PART I-L by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/27-1 to 27/27-7 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And Whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/112/MWA/1097/1619/(22-c)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Local authority, Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat Act No.18 of 1993)" the Scheduled Employment under entry 6 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;—
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment under any Local authority Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat Act No.18 of 1993).

Sr. No.	Classes of Employees	Rate payable per day (Rs.)
1	2	3
I	Skilled Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Marker, Radio Gram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical	137.80

1	2	3
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Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machine, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.

II Semi-skilled

136.30

Barber, Basket marker, Bouquet marker, Camel keeper, Camp master, Cart Driver, Chavivala, Cleaner, Cook, Cook's mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter Jointer, Improver, Jointer Mate, Lighter and Cleaner, Marshall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator,

1	2	3
	Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen).	
III	Un-skilled	134.00
	Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blagari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatti, Hammer Men, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mains, Office Coolie, Coal Men, Road borrow Maker, Sepoy, Signal Men, Watchmen, Watchmen permanent way	

1	2	3
IV	Clerical Staff	
	Matriculate	138.10
	Non-Matriculate	137.30
	Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector, Market, Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. 138.10137.30	
V	Teachers	
	Class A : Junior Trained Teachers	139.20
	Class B : Voluntary Teachers	136.30
VI	Conservancy Staff	
	Sweeper, Scavenger,	134.80

Explanation for the purpose of this Notification -

(1) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special

allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(3) The employees employed by the contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(5) Male and female employees shall be given equal wages for equal work.

(6) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/24

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 34-MWA-102008-302-M(2):—Whereas draft notification under Government Notification, Labour and Employment Department under No.KHR-86-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/24

5/24-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/24-1 to 27/24-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/115/MWA/1097/1619/(25)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any manufacturing process as defined under section 2(K) of the Factories Act (63 of 1948) 1948, is carried out and which is not covered under any entry in part-I and II of the Schedule" the Scheduled Employment under entry 50 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to; so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that; -
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any manufacturing process where in "manufacturing process" as defined under Section 2(K) of the Factories Act-1948, is carried out and which is not covered under any entry in part-I and II of the Schedule.

Sr. No.	Classes of Employees	Rate payable per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	Skilled	142.80	138.70
	Machine Operator, Mechanic, Fitter, Cutter, sorter, Airman. Operator, Checker, Fitter Grade-A, Turner Grade-A, Wireman Grade-A, Burner Grade-A, Burner Operator, Welder Mistry, Electrician, Bhusiwala, (one who clean dust on fan) Machine man, Policeman, Supervisor, Chief Carpenter, Carpenter, Ban Show-man, Mixing Macine, Papad Maker, Flour Kneader, (To turn grains folur etc. into dough) Khandawala (one who pounds turning into powder), Masala miser, Bhati Mechanic, Winder, Doubler, Plan Operator, Sevapad Maker, Adjuster (one who adjust the weight) Chemis, Compressor Machienman, Desiganman Maker, Pahelwala, Taliawala, Mathalalwala, Ghastawala, Furnance Driver, Engineer, Van Driver, Quality Controll Officer, Plant Superviser, Chemist cum syrup Maker, Fitter cimmechanic, Boiler Attendant, Shift incharge, Stine		

1	2	3	4
	Brekingman, Grauner, Cutter, (One who cuts with gas) Crane Driver, Loaderman, Mukadam, Chemist cum incharge, Broom Maker, Large Broom Maker		
II	Semi-Skilled	136.60	133.80
	Asstt. Operator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala, (One who weighs mixing benches) Mukadam, (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper, (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machineman, Talvawala, Asstt. Flour Kneader, Kachori-Samoso Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machieman, Mixing Machine Operator, Scent Spreyer (One who dips in liquid.)		
III	Unskilled.	132.50	129.70
	Majoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler.		
IV	Clerical Staff.	146.40	142.00
	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier,		

Explanation for the purpose of this Notification -

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

(b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees shall be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-35-MWA-102008-302-M(2):- WHEREAS draft notification under
Government Notification, Labour and Employment Department under No. KHR-
87-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required

I-L-Extra-5/25

5/25-1

by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/25-1 to 27/25-6 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And Whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/116/MWA/1097/1619/(26)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers" the Scheduled Employment under entry 49 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any establishment engaged in manufacturing ready-made garments or its accessories and tailoring establishments employing more than three workers.

Sr. No.	Classes of Employees	Rate payable per day (Rs.)		
		Zone-I	Zone-II	Zone-II
1	2	3	4	5
I	Category I Design Maker, Pattern Maker, upervisor Production), Master Cutter, Manager,	143.30	140.50	137.60
II	Category II Cutter, Checker, Sample Tailor Grade I (Readymade), Coat Maker, Pant Maker, Accountant, Salesman, Mechanic, Electrician.	141.30	139.10	136.90
III	Category III Tailor Grade II (Readymade), Alterationman (Exclusively), Assistant Cutter, Collar Maker, Shirt Maker (Made to Order), Store Keeper, Clerk-Typist, Painter (Bra-clip- painting), Ironer-A (For Garment made out of Wool, Silk, Terine, Terricot and other Synthetic Yarns), Driyer, Specified Packer,	139.10	136.90	135.50
IV	Category IV Tailor Grade III (Readymade), Cap Maker, Special Purposes Machine Operator, e.g. Embroideryman, Buttonhole Machine Operator, Buttonstich Machine Operator, Bindstich Machine Operator, Overlocking (overedging), Iron-B (For Cotton Garment), Folder / Spreader	137.70	135.50	134.30

1	2	3	4	5
V	Category V	135.50	134.30	133.00

Thread Cutter, Deliveryman, Peon,
Gaajawala (by hand), Tomwala (by
hand), Hookwala (by hand), Helper,
Sweeper, Boys, Watchman.

**Employment in any Establishment engaged in Manufacturing Readymade
Garments or its Accessories and Tailoring Establishments Employing more
than Three Workers. (piece rate)**

SCHEDULE

Sr. No.	Name of items	Rate of one Dozen (Rs.)	Targetted No. of Item
1	2	3	4
1.	Petticoat Blouse (Set)	250.10	02
2	Petticoat (Special)		
	Petticoat (Ordinary)		
	Frock (Midi)		
	Frock (Ordinary)		
	Baba suit	143.40	12
3.	Gown (Zabba)		
	Bushshirt/ sadra.	129.00	36
4.	chadiBag	126.20	60

Explanation for the purpose of this Notification –

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

- (b) Zone-II shall comprise the areas within the limits of the towns and cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.
- (c) Zone-III shall comprise all the areas in the state of Gujarat, other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs, Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. Kadri,
Deputy Secretary to Government.

EXTRA No. 5/26

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-36-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-88-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/26-1 to 27/26-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting

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5/26-1

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objections and suggestions from all persons likely to be affected thereby, within two
months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of
the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-
section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in
supersession of the Government Notification, Labour and Employment Department
No. KHR/117/MWA/1097/1619/(27)/M(2) dated the 25th April, 1997 the Government of
Gujarat after consulting the Minimum Wages Advisory Board constituted under
section 7 of the Act, hereby revises the minimum rates of wages in respect of the
employees employed in **"any oil mill" the Scheduled Employment under entry 5 of
the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule
appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended
hereto in respect of zones specified in said column for the employees employed
in the said scheduled employments in the State of Gujarat as the basic rates
payable by the day respectively in such zones to the classes of
the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the
rate of such special allowance shall be adjusted by the competent authority, at
the interval of every six months commencing from the 1st October and the 1st
April on the basis of the average cost of Living Index Number for the preceding
period for six months ending on the 30th June and 31st December, respectively in
such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935
or over any such number which is greater than 2935 applicable to the
employees in the said Scheduled Employment, the special allowance
payable in addition to the basic rates of wages shall be Rs.0.20 paise per
day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number
which is not less than 2935, the special allowance shall be reduced at the
rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication
of this notification shall be adjusted at the interval of the period of six months
commencing from the 1st October or as the case may be 1st April, the prospective
month of that particular year.

SCHEDULE**Employment in any oil mill.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	Skilled Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator.	148.20	139.90
II	Semi-skilled Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam.	138.40	138.00
III	Unskilled Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.	136.50	136.00
IV	Clerical Staff Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent Head Clerk, Cashier, Karkun, Typist.	142.70	141.70

Explanation for the purpose of this Notification: -

- (I) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas in the state of Gujarat other than those included in Zone-I.

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/27

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-37-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-89-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

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5/27-1

5/27-2 GUJ. GOVT. GAZ. EX., FEB. 11, 2009/MAGHA 22, 1930 [PART I-L

pages 27/27-1 to 27/27-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/118/MWA/1097/1619/(28)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Petrol and Diesel Oil Pumps"** the **Scheduled Employment under entry 37 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Petrol and Diesel Oil Pumps.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled Manager, Head Cashier, Any Employee who works efficiently by exercising considerable independent judgement, discharges his duties with responsibility and possesses thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.	145.10	142.20	138.10
II	Semi-skilled Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist, any Employee who does a work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility.	142.20	138.10	135.20
III	Unskilled Helper, Watchman, Peon.	136.50	135.80	135.20

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/28

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-38-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-90-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/28-1 to 27/28-6 in the Government Gazette, Extra-ordinary, Part -IL, inviting

objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/119/MWA/1097/1619/(29)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**any Pharmaceuticals industry**" the **Scheduled Employment under entry 29 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 there of; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any Pharmaceuticals industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.	138.30	137.40	136.70
II	Semi-skilled Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection, Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Stripe Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Ray Material Processor, Vanaspati Grinder, Avleh Preparer Syrup Processor, Oil Processor, Extract Processor, Tablet preper from Ras,	136.70	136.00	135.40

1	2	3	4	5
	Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle Filling Machine Operator			
III	Unskilled :	135.40	134.50	133.80
	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
 - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
 - (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
 - (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
 - (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
 - (6) Male and female employees shall be given equal wages for equal work.
 - (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/29

POSTAL REGISTRATION
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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-39-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-91-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/29-1 to 27/29-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting

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objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/120/MWA/1097/1619/(30)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Plastics Industries**" the **Scheduled Employment under entry 45 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE**Employment in Plastics Industries.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone -II
1	2	3	4
I	Skilled Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator	139.80	138.40
II	Semi-skilled Assistant Operator, Moulder, Grinder, Machineman, Turner, Fitter, Finishing Machineman.	136.90	135.50
III	Unskilled Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.	134.00	132.60

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

PRINTED AT THE GOVERNMENT PRESS VADODARA.

EXTRA No. 5/30

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 40 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-92-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (X1 of 1948), at pages 27/30-1 to 27/30-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting

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5/30-1

objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/121/MWA/1097/1619/(31)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Potteries Industry**" **the Scheduled Employment under entry 22 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Potteries Industry.

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)
1	2	3
I	Skilled	138.10
	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith.	
II	Semi skilled	136.20
	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitaryware Case Moulder (Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs and above but below 30 Lbs, Barni Battery and lota Makers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour Lining on Cup-Saucer), Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant, Machineman (Plaster Mixing), Compressor Pumpman, Sanitaryware, Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person, Tile Semi-automatic Press Operator, Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware, Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitarware, Tiles, Refractories, Crockery), Packer, (Sanitaryware,	

1	2	3
	Crockery), Pug-mill Attendant Main Person, Caster of Trap, Soap Dish, Ash-tray, Tea-set and small articles, Chakadia (8Lbs. And Below Jar and Batla Maker), Lid Maker. Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Saggar Makers (On Chakada), Saggar Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.	
III	Unskilled	134.30
	Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stonewares and Porcelain Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers	
IV	Supervisory and Clerical Staff.	138.70

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone:-
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.
- (8) For the purpose of this entry, "Potteries Industry," includes the manufacture of the following articles of pottery, namely :-
 - (a) Crockery (b) Sanitary appliances and Fittings (c) Refractories (d) Jars
 - (e) Electrical accessories (f) Hospital (g) Textiles Accessories (h) Toys
 - (i) Glazed Tiles.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/31

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 41 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-93-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of I-L-Extra-5/31

5/31-1

1948), at pages 27/31-1 to 27/31-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/122/MWA/1097/1619/(32)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any powerloom industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on" the Scheduled Employment under entry 18 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any powerloom industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
I	2	3	4
I	Skilled Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant.	137.60	136.90
II	Semi-skilled Winder, Reacher, Thrower, Finishing Machineman, Thread Sizer, Back Sizer, Folder.	136.50	135.80
III	Unskilled Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.	135.50	135.00

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit,

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. Kadri,
Deputy Secretary to Government,

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 42 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-94-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act,

1948. (XI of 1948), at pages 27/32-1 to 27/32-5 in the Government Gazette, Extraordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/123/MWA/1097/1619/(33)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "preweaving and Textile processing industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, mercerising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto" the Scheduled Employment under entry 47 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof and ;
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (ii) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in preweaving and Textile processing industry in which, any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendering folding, finishing, merricising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Skilled Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, Calendar Machineman, Soucharman, Polomising, Machineman, Finishingman, Steam Finishingman, Zero Zora Machineman, Rottery Machineman, Dyeing Range Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Fireman.	138.90	138.00
II	Semi-skilled Sticherman, Packer, Belt Operator (Patta chalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper.	137.70	137.10
III	Unskilled Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies	136.70	136.20

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lakh and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

PRINTED AT THE GOVERNMENT PRESS, VADODARA.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.:

No. KHR-43-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-95-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of

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5/33-1

1948), at pages 27/33-1 to 27/33-6 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/124/MWA/1097/1619/(34)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on" the Scheduled Employment under entry 14 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column-2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any industry in which any process of printing by letter press lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
1	Skilled A Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono-Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Off-set Plate Maker, Litho-Off-set Copy Paster, Re toucher or Toucher, Photo-graver Etcher, Photo-graver lay- outman, Litho Plate Bed Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker, (integrated), Compositor (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Forman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.	138.40	138.00	137.60

1	2	3	4	5
II	<p>Skilled B</p> <p>Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Mounter, Line-Estcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Addrema Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knaves Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man,</p>	137.60	137.30	136.90
III	<p>Semi-skilled :</p> <p>Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Paster, Off-set feeder, Flat Bed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Line roller, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Caster,</p>	136.50	136.20	135.80

1	2	3	4	5
	Plate Grainer or Grinder, Ink Ginger, Knife Sharpeners. Wire Sticher, Perforator, Label Puncher, Rulling Feeder, Beening man, Metal Caster or lead Melt. Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man			
IV	Unskilled	135.40	134.90	134.50
	Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Mazdoor, Type Jet Breaker or Polisher.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (c) Zone III Shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.

- (3) The Factories manufacturing corrugated boxes will also pay the above minimum rates of wages,
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

PRINTED AT THE GOVERNMENT PRESS VADODARA.

EXTRA No. 5/34

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-44 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-96-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

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5/34-1

pages in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/125/MWA/1097/1619/(35)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "public motor transport" the Scheduled Employment under entry 11 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and "
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months

commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in public motor transport.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
1	Skilled Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Battery man, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Charge man, Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.	145.60
2.	Semi-Skilled Employee's by whatever name called doing same Skilled work of the nature doing by Asst, Junior skilled workers, Conductor , Machine metes, Fitter metes, Greaser, Oiller, Asstt. Artisane, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work	142.70
3.	Un-skilled Employees by whatever name doing Un-skilled work , Helper, Washer, Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar , Waterman , porter, Gardner, Battery boy, pump operator or other miscellaneous workers,	140.50

Explanation for the purpose of this Notification:-

- (1) **The entire state shall be treated as one Zone**
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-45 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-97-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

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5/35-1

pages 27/35-1 to 27/35-6 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/126/MWA/1097/1619/(36)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any Pulp & Paper or Board manufactory" the Scheduled Employment under entry 32 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that; -
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months

commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any Pulp & Paper or Board manufactory

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly-Skilled	137.80
	Boiler Attendant(Class-I),Electrician,Forman, Machine Operator, Chemist,Department Incharge Supervisor,Draftsman, Finishing House Mistry, Chargemen Instrument Section,Chargemen carpentry Shop, Workshop Chageman, Chagemen Civil Construction, Chagemen Transport, Chagemen Mechanical, Chagemen Electrical Section.	
II	Skilled	136.50
	Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburnering Operator,	
III	Semi-skilled	134.90
	Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant,	

1	2	3
---	---	---

Coal Crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man, Board Finisher, Band Saw Cutter Attendant, Roll man.

IV Unskilled

133.60

Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Sticking Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees. Machine Operator and Machine man's Labourer, Colour Waste Paper or Saw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer, Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.

1	2	3
V	Clerical A	138.80
	Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier	
	Clerical B	136.00
	Clerk, Typist, Clerk-cum-Typist	

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed

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for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

PRINTED AT THE GOVERNMENT PRESS VADODARA.

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 46 -MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No.KHR-98-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages 27/36-1 to 27/36-5 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/127/MWA/1097/1619/(37)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any residential hotel, restaurant or eating house as defined in Bombay Shops and Establishments Act, 1948"** the **Scheduled Employment under entry 13 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any residential hotel, restaurant or eating house as defined in Bombay Shops and Establishments Act, 1948.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Skilled Samosawala, Faloodawala, Omletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Tailor, Gardener Who is doing tree work of planting.	137.60	136.90	136.20
II	Semi-skilled Assistant Manger, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast Etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassiwalla and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala	136.50	135.80	135.40

1	2	3	4	5
III	Unskilled	135.10	134.40	134.00

Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani - Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala, Kholiwala, Vasanwala, Dish Filler, Grain Cleaner, Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Ferias) or Babarwalas not working on commission basis and not entrusted with the responsibilities of accounts

The amendment made for computation of cash value vide Labour & Employment Department's Notification No. KHR/217/2001/MWA/1097-833-M(2) dated 15th December, 2001 is applicable

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (c) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.

- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

EXTRA No. 5/37

POSTAL REGISTRATION
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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 47-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-99-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

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(XI of 1948), at pages 27/37-1 to 27/37-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/128/MWA/1097/1619/38)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any rice mill, flour mill or dal mill"** **the Scheduled Employment under entry 2 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ;and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any rice mill, flour mill or dal mill.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I	Skilled	137.70	136.90	136.20
	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries, Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.			
II	Semi-skilled	136.50	135.60	135.10
	Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Sploiers, Washer Machineman.			
III	Unskilled	135.60	134.70	134.00
	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
 - (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
 - (C) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.
 - (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
 - (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
 - (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
 - (6) Male and female employees shall be given equal wages for equal work.

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- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 48-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-100-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages

Act, 1948. (XI of 1948), at pages 27/38-1 to 27/38-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/129/MWA/1097/1619/(39)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "**Roofing Tiles manufacturing**" the **Scheduled Employment under entry 48 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Roofing Tiles manufacturing

Sr. no	Classes of Employees	Rates payable per day (Rs.)
1.	2	3.
I	Skilled Mistry, Mechanic	136.00
II	Semi Skilled Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam.	134.50
III	Un-skilled Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha Pakka Tiles), Sarvawala, (Tiles in Bhatti).	132.60

Explanation for the purpose of this notification :-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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EXTRA No. 5/39

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT
NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 49-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-101-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/39-1 to 27/39-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting

objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/130/MWA/1097/1619/(40)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Rubber and Rubber Products including Artificial Rubber Products manufacturing industry"** the **Scheduled Employment under entry 43 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Rubber and Rubber Products including Artificial Rubber Products manufacturing industry.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, Welder, Carpenter.	139.10
II	Semi-skilled Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper.	136.20
III	Unskilled Mazdoor, Watchman, Sweeper, Peon	133.30
IV	Clerical A Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier.	144.90
V	Clerical B Clerk, Typist, Clerk cum Typist	140.50

Explanation for the purpose of this Notification:-

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 50-MWA-102008-302-M(2):- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-102-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages 27/40-1 to 27/40-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/131/MWA/1097/1619/(41)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "salt pan industry" **the Scheduled Employment under entry 17 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in salt pan industry.

Sr. no	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled Mistry, Carpenter, Plumber, Blacksmith, Mechanic, Turner, Fitter, Welder, Meson, Drivers (Loco, Engine, Pump, Motor and Trucks), Supervisor, Clerk, Accountant, Cashier, Electrician, Foreman.	143.50
II	Semi Skilled Mukadam Tally Clerk, Degree man, Earner man or Navghani, Lineman or Gang man (Trolley Clerk), Assistant to Fitter, Pumpman, Oilman, Brine man (Employee Testing Brine), Kantawala.	141.90
III	Un-skilled Majdoor, Sweeper, Mail, Cleaner, Sathi, Peon, Watchman, Gunni Bag Sticher	140.60

Explanation :

- (1) In the case of an employee employed on piece rate basis, the minimum rates of remuneration payable to him shall be not less than the minimum rates of wages plus special allowance fixed for the class of employees to which he belongs.
- (2) (a) The basic rate of wages payable to the employee in the case of inland saltworks where the system of piece rate prevails and the workers are paid on the basis of salt manufactured by them at the end of manufacturing season shall be as follows –

Per 30 Kg. of salt manufactured which shall include the work relating the preliminary operations at the beginning of the season till the salt is manufactured.

- (1) Rs. 2.72 If the implements are provided by the employer.
- (2) Rs. 4.10 If the cost of implements is borne by the workers.
- 2 (b) The employees engaged on piece rate basis in inland salt works shall be paid such amount of special allowance, which bears the same ratio to the amount of wages payable to such employee on a piece rate basis, as the rate of special allowance payable to a semiskilled employee employed on time rate basis bears to rate 3 of basic wages payable to such semi-skilled employees.

Explanation for the purpose of this Notification-

- (1) The entire state shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.

- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-51-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-103-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/41-1 to 27/41-4 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/132/MWA/1097/1619/(4)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"Soap making Industry " the Scheduled Employment under entry-25 of the Schedule to the Act**, in the whole of the state of Gujarat, as set out in the schedule appended here to , so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October, and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE**Employment in Soap Making Industry.**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)	
		Zone - I	Zone - II
1	2	3	4
I	Skilled Qualified Chemist, Accountant (Book Keeper), Salesman, Driver.	140.30	137.30
II	Semi-skilled Furnace man	137.30	135.80
III	Unskilled All other Workers	135.80	134.30

Explanation For the purpose of this Notification

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily waghes fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/42

POSTAL REGISTRATION
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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-52-MWA-102008-302-M(2):-WHEREAS draft notification under Government Notification, Labour and Employment Department, No. KHR-104-MWA-102008-302-M (2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/42-1 to 27/42-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/133/MWA/1097/1619/(2)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section-7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Stone breaking or stone crushing industry" the Scheduled Employment under entry-8 of the Schedule to the Act, in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column 3 for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October, and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE**Employment in Stone breaking or stone crusing**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3		
I	Skilled Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter.	136.50	135.60	134.70
II	Semi-Skilled Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver	134.30	133.30	132.50
III	Unskilled Loaders, Falk man, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy.	133.00	132.20	131.10

Explanation For the purpose of this Notification

(1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits.

(b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limit,

(c) Zone-III shall comprise all the areas in the state of Gujarat other than those not included in Zone-I and Zone-II.

(2) The minimum rates of wages for employees doing the similar work like the employment of public Motor Transport shall be paid the similar wages

(3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees shall be given equal wages for equal work.

(8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

EXTRA No. 5/43

POSTAL REGISTRATION
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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR- 53 -MWA-102008-302-M(2)**:- WHEREAS draft notification under Government Notification, Labour and Employment Department No. **KHR-105-MWA-102008-302-M(2)**, dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/43-1 to 27/43-6 in the Government Gazette, Extra-ordinary,

Part-II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/95/MWA/1097/1619/(44)/M(2) dated the 25th April, 1997, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Sugar Industry" the Scheduled Employment under entry 27 of the Schedule to the Act, in the whole of the state of Gujarat, as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;—
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month.

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of

six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Sugar industry

Sr. No	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Highly Skilled Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I.	139.10
II	Skilled Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, Switch Board Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason.	137.60
III	Semi-skilled Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Jouice Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman,	136.20

1	2	3
	Motor Attendant, Oilman, Hammer man, Painter, Fitter Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.	
IV	Unskilled	135.10
	Juice Helper Mazdoor, Sulphur Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trollyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm	
V	Clerical	139.10
	Cane Head Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-I, Head Time Kewper Grade-II, Security Officer Grade I, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan Incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk.	

1	2	3
V.	Supervisory Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent	140.50

Explanation for the purpose of this notification -

- (1) The entire state shall be treated as one Zone
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

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- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A.M.KADRI,
Deputy Secretary to Government.

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 54-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-106-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at

pages 27/44-1 to 27/44-4 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government.

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/135/MWA/1097/1619/(45)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "tanneries and leather manufactory" the Scheduled Employment under entry 12 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months

commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in tanneries and leather manufactory.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Skilled Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machine or otherwise.	138.90	137.80
II	Semi-skilled Shoes Makers, Dyers, Stichers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, Hydraulic Press, Harness and Sole Setting Department, Stiching	137.80	137.10
III	Unskilled Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers in Belting and Buffers, Other Miscellaneous Workers.	137.10	136.30

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;

- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

EXTRA No. 5/45

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 55 -MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-107-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of

1948), at pages 27/45-1 to 27/45-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/136/MWA/1097/1619/(46)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "tobacco (including bidi making) manufactory" the Scheduled Employment under entry 3 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and

(b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

(i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;

(ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month:

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in tobacco (including bidi making) manufactory

Sr. No.	Classes of Employees	Rates payable per day (Rs.)	
		Zone-I	Zone-II
1	2	3	4
I	Bidi Makers for Making 1000 Bides		
	(a) Asotari Bides (Asta Bides) and Double Nakh Bides	132.50	132.00
	(b) Single Nakh Bides (Sadi Bides)	132.00	131.60
2	Accountants	138.70	137.10
3	Motor Vehicle Drivers	137.10	137.10
4	Clerks	137.10	136.30
5	Employees Attending to Power aid Mills (Machine Attendant) and Tobacco Grinder (Where Tobacco is Ground by Hand Operated Machine)	135.40	134.30
6	Motor Vehicle Cleaners	134.50	134.50
7	Employees Attending to Poweraid Grinding Machines (Attendants)	135.40	134.30
8	Bidi Wrappers, Chowkidar, Packers, Labourers, Tobacco Drivers, Persons doing the work of perfume Mixture and doing the Work of leavening Gadaku Makers, Cleaners of Tobacco and All the Other Workers Who are not Covered under any of the Foregoing Entries.	132.20	131.60

Explanation for the purpose of this Notification:-

- (1) (a) Zone 1 shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.
- (8) (a) The Minimum rates are to be paid to the employees where the leaves are supplied by bundles of 25 each.

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- (b) The Minimum rates include charges for the cutting of leaves and paking of bundles of 25 each.
- (c) The employees shall be entitled to get the daily special allowance for making 1000 bidis per day. If the out put of the employee per day is more or as the case may be, less the special allowance shall be accordingly.
- (d) The employees shall be entitled to get the guaranteed wages only where the employer fails to supply sufficient quantity of good raw material (including tobacoo leaves) to roll 1000 bidies per day.
- (e) Where no raw material is supplied by the employer to the employee an the employer is willing to work and reports for duty of for collecting raw material the employee shall be entitled to get 50 % of the "guaranteed wages".
- (f) "The Guaranteed Wages" shall be the average daily wages (Basic rate plus special allowance) of the work done by the employee in last one month.
- (g) The employee shall not be entitled to get the guaranteed wages if he earns less than the amount of the guaranteed wages on any day on account of his unwillingness to work for any reson whatsoever.
- (h) shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 1000 bidis per day.
- (i) The employee who works for more then one employer shall not be entitled to get the guaranteed wages from any one of these employer.
- (j) The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply the raw material is due to fire catastrophe, epidemic, civil commetion of other similar causes are beyond his control.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,

EXTRA No. 5/46

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. **KHR-56-MWA-102008-302-M(2)** :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. **KHR-108-MWA-102008-302-M(2)**, dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/46-1 to 27/46-4 in the Government Gazette, Extra-ordinary, Part -IL, inviting

5/46-1

I-L-Extra-46

objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/137/MWA/1097/1619/(47)/M(2) dated the 25th April, 1997 the Government of Gujarat after consulting the Minimum Wages Advisory Board, constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any tobacco processing establishment (not covered under entry 3)" the Scheduled Employment under entry 19 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE**Employment in any tobacco processing establishment,
(not covered under entry no.3)**

Sr. No.	Classes of Employees	Rates payable by per day (Rs.)
1	2	3
I	Skilled Supervisor, Wireman, Fitter.	134.50
II	Semi-skilled Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen.	133.80
III	Unskilled Mazdoor, Watchman, Miscellaneous Workers.	133.60
IV	Office Staff: Accountant	141.00
	Cashier	138.30
	Clerk,	137.10
	Typist Peon	134.30

Explanation for the purpose of this Notification:-

- (1) The Entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (6) Male and female employees shall be given equal wages for equal work.
- (7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government.

PRINTED AT THE GOVERNMENT PRESS VADODARA.

EXTRA No. 5/47

POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 57 -MWA-102008-302-M(2) :- Whereas draft notification under Government Notification, Labour and Employment Department under No. KHR-109-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948.

(XI of 1948), at pages 27/47-1 to 27/47-4 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND Whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/138/MWA/1097/1619/(48)/M(2) dated the 25th April, 1997, the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "any woolen, carpet making or shawl weaving establishment" the Scheduled Employment under entry 1 of the Schedule to the Act in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- ✓ (a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 there of ;and
 - (ii) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that;:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in any woolen, carpet making or shawl weaving establishment.

Sr. No	Classes of Employees	Rates payable per day (Rs.)
1	2	3
I	Skilled	143.30
II	Semi Skilled	142.70
III	Un-skilled	137.80

Explanation :

For the purpose of this entry, the expression "Processing" includes packing or unpacking, Breaking-up, Sieving, Thrashing, Mixing Grading, Drying, Curing or Otherwise Treating the tobacco (including tobacco leaves and stems) in any manner.

Explanation for the purpose of this Notification:-

(1) The Entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees shall be given equal wages for equal work.

(7) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A.M.KADRI,
Deputy Secretary to Government.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.

EXTRA No. 5/48

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar. dated 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 58-MWA-102008-302-M(2) :- WHEREAS draft notification under Government Notification, Labour and Employment Department under No. KHR-110-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI of 1948), at pages 27/48-1 to 27/48-5 in the Government Gazette, Extra-ordinary, Part-II, inviting

objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND WHEREAS, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/48/MWA/1089/344/(2)/M(2) dated the 21st March, 1994, the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in **"any shop or commercial establishment other than that covered under any of the other entries in this schedule"** the **Scheduled Employment under entry 16 of the Schedule to the Act**, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employments in any shop or commercial establishment other than that covered
under any of the other entries in this schedule

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I 3	Zone-II 4	Zone-III 5
I.	Class-I-A. Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Supritendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed. Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	144.70	141.70	137.40
II.	Class-I-B Junior Clerk, Bill Clerk, Ugharani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver, Employee who does the work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	141.70	137.40	135.70

1	2	3	4	5
III	Class-II	138.70	135.70	135.00
	Packer, Builder, Tollatas, Shop Asstt., Employees who performs duties assigned to him of a relatively narrow job involving routine operations, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			
IV	Class-III	135.70	135.00	134.40
	Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion, , Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
 - (b) Zone-II comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas-falling within a peripheral distance of five kilometers from the aforesaid limit.
 - (c) Zone-III shall comprise all the areas in the State of Gujarat other than those included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance

payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (2) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wage sof the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if the works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,

Deputy Secretary to Government.

EXTRA No. 5/49

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated the 11th February, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR- 59 -MWA-102008-302-M(2) :- Whereas draft notification under Government Notification, Labour and Employment Department No. KHR-111-MWA-102008-302-M(2), dated the 9th June, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948. (XI

I-L-Extra-5/49

5/49-1

of 1948), at pages 27/49-1 to 27/49-5 in the Government Gazette, Extra-ordinary, Part -II, inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

AND Whereas, the objections and the suggestions received in respect of the said notification have been considered by the Government;

NOW, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR/6/MWA/1096/2168/part-1/M(2) dated the 23rd January, 2003 the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages in respect of the employees employed in "Non teaching staff in private non-grant-in-aid educational institution" the Scheduled Employment under entry 58 of the Schedule to the Act, in the whole of the state of Gujarat as set out in the schedule appended here to, so as to consist of :-

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof and;
- (b) a special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-
 - (i) for the rise of every five points over the cost of Living Index Number 2935 or over any such number which is greater than 2935 applicable to the employees in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs.0.20 paise per day or Rs.5.20 paise per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Non teaching staff in private non-grant-in-aid educational institution.

Sr. No.	Classes of Employees	Rates payable per day (Rs.)		
		Zone-I	Zone-II	Zone-III
1	2	3	4	5
I	Class I-A Gruhpati, Gruhmata, Manager, Secretary, Office Supritendent, Head Clerk, Sinior Clerk, Head-Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	159.90		
II	Class I-B Junior Clerk, Typist, Munim, Cashior, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	157.20		
III	Class II Cook, Carpenter, Mason, Blackmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.	134.60		

1	2	3	4	5
III	Class III	152.00		
	Peon, Watchman, Mazdoor, Safai Kamdar, Watchman-Cum-Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostem boy, Cooking Asstt. Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.			

Explanation for the purpose of this Notification:-

- (1) (a) Zone I shall comprise the area within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of 10 kilometers from the aforesaid limits;
- (b) Zone-II shall comprise all the areas within the limits of the towns cities having a population of one lac and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limit.
- (c) Zone-III shall comprise all the areas in the state of Gujarat other than those included in Zone-I and Zone-II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

- (5) The employees employed by contractor or other agencies in the scheduled employment, shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75% of the minimum rates of wages fixed for the class of employees to which he belongs. Plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary to Government,



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૨મી ફેબ્રુઆરી, ૨૦૦૯.

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૨૦૦૯/૬૧/આઈડીએ/૨૦૦૧/૧૨૯૧/મ-(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (દ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ડી. એન. મહેતા, સાર્વજનિક હોસ્પિટલ, નવસારી હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૨મી ફેબ્રુઆરી, ૨૦૦૯.

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૨૦૦૯/દર/આઈડીએ/૧૦૯૭/૫૯૨-(૯૭)/પાર્ટ-૧-મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ ફર્ટિલાઈઝર ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારનો સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (૬)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી સદરહુ રોજગારની સેવાઓને તારીખ ૧૫મી જાન્યુઆરી, ૨૦૦૯ થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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and Gujarat Industrial Relations Act**

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૫મી ફેબ્રુઆરી, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૬૭/આઈડીએ-૧૦૨૦૦૪-૯૨૩-મ(જ).- ગુજરાત સરકારને ખાતરી થઈ છે કે, સ્ટેપલ ફાઈબર અને એસિડ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી બિરલા સેલ્યુલોઝીક, મુ. ખરચ, કોસંબા આર. એસ., જિ. ભરૂચના શ્રમયોગીના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૬મી ફેબ્રુઆરી, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૮/૬૮/આઈડીએ-૨૦૦૧-૨૬૧૨-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, જેના કામકાજ ઉપર કોઈ ઔદ્યોગિક સંસ્થાની અથવા તેમાં રાખેલા શ્રમયોગીઓની સલામતીનો આધાર હોય તેવા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી વર્ધમાન એકેલીક્સ લી., જી.આઈ.ડી.સી., ઝઘડીયા, ભરૂચ. હેઠળના શ્રમયોગીના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR

Notification

No. KH/SHMC/38957/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its applicable to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

(Average price for the calender year 1960 = 100)

Month	Cost of Living Index Number
DECEMBER - 2008	3179

Gandhinagar, 7th March, 2009.

H. R. SHAH,
Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૮૮૫૭/એમડબલ્યુએ/૬.-લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ગ)થી મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી
લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં
નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારી માટેના નીચે મુજબ
જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
ડિસેમ્બર - ૨૦૦૮	૩૧૭૯

ગાંધીનગર, તારીખ ૭મી માર્ચ, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

EXTRA No. 11

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR

Notification

No. KH/SHMC/38963/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its applicable to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average-price for the calender year 1960 = 100)

Month	Cost of Living Index Number
JANUARY - 2009	3136

Gandhinagar, 9th March, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૮૯૬૩/એમડબલ્યુએ/૬.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગે)થી મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
જાન્યુઆરી - ૨૦૦૯	૩૧૩૬

ગાંધીનગર, તારીખ ૯મી માર્ચ, ૨૦૦૯.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૮૭૬-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચએ/એમડબલ્યુએ/૧૦૬૪/૫૧૮૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૮	ડિસેમ્બર, ૨૦૦૮	૩૧૬૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર/૨૦૦૬-૮૨-એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨) થી ગુજરાત રાજ્યમાં ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૬મી જુલાઈ ૨૦૦૬ના રોજ અને તારીખ ૨૬મી જુલાઈ ૨૦૦૬ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૪૩૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૪૩૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂા. ૦૦.૨૦ અથવા માસિક રૂા. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૪૩૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂા. ૦.૨૦ અથવા માસિક રૂા. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ ૨૦૦૬ના ઉક્ત જાહેરનામા નં. કે.એચ.આર/૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬/મ (૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ	રૂ. પૈસા	રૂ. પૈસા
	૨૯.૦૦	૭૫૪.૦૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના જાહેરનામા નં. કેએચઆર/૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ(૨) માં જણાવેલ હેતુ માટે દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તારીખ ૧૬મી માર્ચ, ૨૦૦૯.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને

લઘુત્તમ વેતન અધિનિયમ અન્વયે

સક્ષમ અધિકારી, ગુજરાત રાજ્ય,

ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે સક્ષમ
અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ/એસએચએમસી/૩૮૮૭૭-એમડબ્લ્યુએ-૬-૨૦૦૮.—શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ/એસએચ/એમડબ્લ્યુએ-
૧૦૬૪/૫૧૯૭૨-ટી, અવન્યે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી
આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા
હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ ના ખંડ (ધ) મુજબ અધિનિયમની
અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિધ્ધ કરાયેલા

રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૧મી ડિસેમ્બર, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચની સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ=૧૦૦)

મુદત		સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંક
માં શરૂ થતી	માં પુરી થતી	
૧	૨	૩
જુલાઈ-૨૦૦૮	ડીસેમ્બર-૨૦૦૮	૩૧૬૨

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક વેતન દરમાં તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના રોજ અને તા. ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૮૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૮૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૮૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના ઉક્ત જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના

ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારીઓ :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
	દૈનિક	માસિક
કુશળ,	રૂ. પૈસા	રૂ. પૈસા
અર્ધ-કુશળ,	૮.૦૦	૨૩૪.૦૦
બિન-કુશળ		

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

અ.નં.	અનુસૂચિત રોજગારીનું નામ	શ્રમ અને રોજગાર વિભાગના જાહેરનામા ક્રમાંક અને તારીખ
૧	ઓટોમોબાઇલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય	નં. કેએચઆર-૧૧-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૨	બેકરી ઉદ્યોગ	નં. કેએચઆર-૧૨-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩	બોલીન વ્યવસાય	નં. કેએચઆર-૧૩-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૪	હાડકાનો ભૂકો બનાવવાનો વ્યવસાય	નં. કેએચઆર-૧૪-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮

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૫ ઈંટ ઉત્પાદન વ્યવસાય		નં. કેએચઆર-૧૫-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૬ સીમેન્ટ પ્રિસ્ટ્રેસની બનાવટોનો વ્યવસાય		નં. કેએચઆર-૧૬-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૭ રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય		નં. કેએચઆર-૧૭-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૮ કોટન જીનીંગ, કોટન પ્રેસીંગનો વ્યવસાય		નં. કેએચઆર-૧૮-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૯ તબીબી વ્યવસાય, કલીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સિંગહોમ સિવાય)		નં. કેએચઆર-૧૯-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮.
૧૦ શારકામ અને પાતાળકૂવા વ્યવસાય		નં. કેએચઆર-૨૦-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૧૧ ઇલેક્ટ્રોનીકસ ઉદ્યોગ અને સંબંધિત અથવા આનુષંગિક ઉદ્યોગ		નં. કેએચઆર-૨૧-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૧૨ ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન શિડયુલ-એ પ્રોડક્શન ઓફ ફિલ્મસ શીડયુલ-૨-બી ડિસ્ટ્રીબ્યુશન એન્ડ એકઝીબીશન ઓફ ફિલ્મસ. શીડયુલ-૩-સી ટુરીંગ સિનેમા.		નં. કેએચઆર-૨૨-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૧૩ મત્સ્ય ઉદ્યોગનો વ્યવસાય		નં. કેએચઆર-૨૩-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૧૪ ફોરેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય		નં. કેએચઆર-૨૪-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૧૫ હોઝીયરી ઉદ્યોગનો વ્યવસાય		નં. કેએચઆર-૨૫-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮

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૧૬ હોસ્પિટલ અને નર્સિંગ હોમનો વ્યવસાય	નં. કેએચઆર-૨૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૧૭ ૫૦ કરતા ઓછા કામદારો કામે રાખતી ઔદ્યોગિક ઇજનેરી સંસ્થાઓ (ઓટોમોબાઈલ્સ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય)	નં. કેએચઆર-૨૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૧૮ ૫૦ કરતા વધુ કામદારો કામે રાખતી ઔદ્યોગિક ઇજનેરી સંસ્થાઓ (ઓટોમોબાઈલ્સ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય)	નં. કેએચઆર-૨૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૧૯ જરી ઉદ્યોગ (અખાડેદાર સિવાય)	નં. કેએચઆર-૨૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૦ ખાંડસરી ઉદ્યોગ	નં. કેએચઆર-૩૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૧ મ્યુનિસિપલ કોર્પોરેસન	નં. કેએચઆર-૩૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૨ મ્યુનિસિપાલીટી મ્યુનિસિપાલીટી અને નગર પંચાયત	નં. કેએચઆર-૩૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૩ ગ્રામ પંચાયત	નં. કેએચઆર-૩૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૪ કારખાના ધારાની કલમ ૨ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય	નં. કેએચઆર-૩૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૫ રેડીમેડ ગારમેન્ટ અને દરજીકામનો વ્યવસાય (રેડીમેડ ગારમેન્ટમાં પીસ રેટથી કામ કરતા શ્રમયોગીઓ માટે)	નં. કેએચઆર-૩૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૨૬ ઓઈલ મીલ ઉદ્યોગ	નં. કેએચઆર-૩૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	

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૨૭ પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ		નં. કેએચઆર-૩૭-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૨૮ ફાર્માસ્યુટીકલ ઉદ્યોગ		નં. કેએચઆર-૩૮-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૨૯ પ્લાસ્ટીક ઉદ્યોગ		નં. કેએચઆર-૩૯-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૦ પોટરી ઉદ્યોગ		નં. કેએચઆર-૪૦-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૧ પાવરલુમ ઉદ્યોગ		નં. કેએચઆર-૪૧-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૨ પ્રિવિવીંગ ટેક્સટાઇલ પ્રોસેસીંગ ઉદ્યોગ		નં. કેએચઆર-૪૨-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૩ પ્રિન્ટીંગ પ્રેસ, લેટરપ્રેસ, લીથોપ્રેસ તેમજ બાઈન્ડિંગ ઉદ્યોગ		નં. કેએચઆર-૪૩-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૪ પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ		નં. કેએચઆર-૪૪-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૫ કાગળ અને પૂઠા બનાવવાનો ઉદ્યોગ		નં. કેએચઆર-૪૫-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૬ રહેણાંકની હોટલ, રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય.		નં. કેએચઆર-૪૬-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૭ રાઈસમીલ, ફ્લોરમીલ, દાલમીલનો વ્યવસાય.		નં. કેએચઆર-૪૭-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૮ છાપરાના નળીયા બનાવવાનો વ્યવસાય		નં. કેએચઆર-૪૮-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮
૩૯ રબર ઉદ્યોગ		નં. કેએચઆર-૪૯-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮

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૪૦ મીઠા ઉદ્યોગનો વ્યવસાય	નં. કેએચઆર-૫૦-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૧ સાબુ ઉદ્યોગ	નં. કેએચઆર-૫૧-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૨ પત્થર તોડવાનો ઉદ્યોગ	નં. કેએચઆર-૫૨-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૩ ખાંડ ઉદ્યોગ	નં. કેએચઆર-૫૩-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૪ ચર્મ ઉદ્યોગ	નં. કેએચઆર-૫૪-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૫ તમાકુ અને બીડી બનાવવાનો વ્યવસાય	નં. કેએચઆર-૫૫-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૬ તમાકુની પ્રક્રિયાનો વ્યવસાય	નં. કેએચઆર-૫૬-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૭ ગરમ ગાલીચા તથા શાલ બનાવવાનો વ્યવસાય	નં. કેએચઆર-૫૭-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૮ દુકાન અને વાણીજ્ય સંસ્થાનો વ્યવસાય	નં. કેએચઆર-૫૧-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	
૪૯ અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિનશૈક્ષણિક કર્મચારીઓ માટેની રોજગારી	નં. કેએચઆર-૫૯-એમડબલ્યુએ- ૧૦૨૦૦૮-૩૦૨-એમ(૨), તા.૧૧/૨/૨૦૦૮	

ગાંધીનગર, તારીખ ૧૬મી માર્ચ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮
અન્વયે સક્ષમ અધિકારી,
ગુજરાત રાજ્ય, ગાંધીનગર.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧લી એપ્રિલ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ સને ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૨૦૦૯/૭૪/આઈડીએ/૧૦૦૦/૭૭૯/ભાગ-૨-મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (ડ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આંથી અશક્તાશ્રમ હોસ્પિટલ, સુરતના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧લી એપ્રિલ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ સને ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૨૦૦૯/૭૫/આઈડીએ/૧૦૨૦૦૪/૧૯૦૫/મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા ખંડ (દ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ધી ગુજરાત કેન્સર એન્ડ રીસર્ચ ઈન્સ્ટીટ્યુટ, (એમ. પી. શાહ કેન્સર હોસ્પિટલ) રીજીયોનલ કેન્સર સેન્ટર, અમદાવાદ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી દ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ)
અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ/એસએચએમસી/૩૮૮૮૮.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ
(ગ)થી મને મળેલ સત્તાની રૂએ હું નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન
અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ
રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારી માટેના નીચે મુજબ જીવન
નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
ફેબ્રુઆરી - ૨૦૦૯	૩૧૧૨

ગાંધીનગર, તારીખ ૧૩મી એપ્રિલ, ૨૦૦૯.

એચ. આર. શાહ,
 નાયબ શ્રમ આયુક્ત અને
 લઘુત્તમ વેતન અધિનિયમ અન્વયે
 સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
 ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No.17

POSTAL REGISTRATION

No. VDR-E/14/2009-2011



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**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/38998/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the Calender Year 1960 = 100)

Month	Cost of Living Index Number
FEBRUARY - 2009	3112

Gandhinagar, 13th April, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૬મી એપ્રિલ, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सने १९४७નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૭૭/આઈડીએ-૧૦૨૦૦૯-૩૪૭-મ(૪).- ઔદ્યોગિક તકરાર બોમ્બે ડાયમન્ડ પ્રા. લી., મુ. આસુરા, તા. ધરમપુર, જી. વલસાડ અને તે હેઠળ કામે રાખેલા કામદારો વચ્ચેની છે. શ્રમચોગીઓની માંગણીઓ અંગેનો રેકર્ડ્સ અગાઉની હડતાળના સંદર્ભમાં સરકારશ્રીના શ્રમ અને રોજગાર વિભાગ, સચિવાલય, ગાંધીનગરના તારીખ ૧૦મી મે, ૨૦૦૬ના હુકમ

ક્રમાંક: કેએચઆર-૨૦૦૬-૩૦-આઈડીએ-૨૦૦૬-૧૦૭૦-મ-(૪)થી સુરત ખાતેના ઔદ્યોગિક ન્યાયપંચને ન્યાય નિર્ણય કરવા કરેલ છે જે આઈ. ટી રેફરન્સ નંબર : ૩૩/૨૦૦૬થી પડતર છે.

હાલ જે પ્રશ્નો/બાબત માટે શ્રમયોગીઓએ હડતાળનો આશરો લીધેલ છે તે બાબત ઔદ્યોગિક ન્યાયપંચ, સુરત સમક્ષ પડતર હોઈ ઉક્ત સંસ્થામાં તારીખ ૨૭મી નવેમ્બર, ૨૦૦૮ના રોજથી કેટલાક શ્રમયોગીઓ દ્વારા પાડવામાં આવેલ હડતાળ ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ની જોગવાઈઓ અનુસાર પ્રતિબંધ કરવાપાત્ર થતી હોઈ, ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ની કલમ-૧૦(૩) હેઠળ સરકારશ્રીને મળેલી સત્તાની રૂએ શ્રમયોગીઓ દ્વારા પાડવામાં આવેલ હડતાળ પ્રતિબંધિત કરવામાં આવે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અત્રે તેમના નામે,

એ. એમ. કાદરી,

નાયબ સચિવ.

સરકારી મુદ્રણાલય, ઘોડેદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૬મી માર્ચ, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सने १९४७नो १४मो).

ક્રમાંક કેએચઆર/૨૦૦૯/૭૮/આઈડીએ/૧૦૨૦૦૬/૧૨૦૪/મ(૪).-ગુજરાત સરકારને ખાતરી થઈ છે કે, પ્રદુષિત પાણીના શુદ્ધિકરણ અને નિકાલ અંગેની કામગીરી કરતા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

I-L-Extra—19

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન)ના પેટા-ખંડ (દ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઓઢવ એન્વાયરો પ્રોજેક્ટસ લી. ઓઢવ, અમદાવાદ હેઠળના શ્રમયોગીઓના રોજગારને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Corrigendum

Sachivalaya, Gandhinagar, dated 16th April, 2009.

Minimum Wages Act, 1948.

No: KHR-76-MWA-102008-501-M (2) :- In the entries of an Employment in
Part-I of the Schedule to the Minimum Wages Act, 1948 (XI of 1948) :-

- (i) Entry namely, "employment in Agarbatti making industry (including
home based employmen)" added under the Government Notification,
Labour and Employment Department No. KHR/168/MWA/1098/1/26/

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M(2) dated the 5th August, 2000, without giving entry number as published in the Gujarat Government Gazette Extraordinary, Part I-L, dated the 10th August, 2000, shall be read as entry number 57.

- (ii) Entry namely, "Employment in Kite making industry (including home based employment)" added under the Government Notification, Labour and Employment Department No. KHR/2005/MWA/102004/41/M(2) dated the 23rd March, 2005, without giving entry number as published in the Gujarat Government Gazette Extraordinary, Part I-L, dated the 28th March, 2005, shall be read as entry number 59.

By order and in the name of the Governor of Gujarat.

A. M. KADRI,

Deputy Secretary to Government.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.



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નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૦૦૭-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેના સરેસાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૮	ડિસેમ્બર, ૨૦૦૮	૩૧૫૪

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૨૦૦૬-૮૨-એમડબલ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨) થી ગુજરાત રાજ્યમાં ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી સંસ્થાઓમાંની નોકરીના રોજગારે (આમાં હવે પછી જેનો ઉલ્લેખ "ઉક્ત અનુસૂચિત રોજગાર" તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૬મી જુલાઈ, ૨૦૦૬ના રોજ અને તારીખ ૨૬મી જુલાઈ, ૨૦૦૬ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૪૩૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૪૩૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૪૩૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના ઉક્ત જાહેરનામા નં. કે.એચ.આર./૨૦૦૬/૮૨/એમડબલ્યુએ/૧૦૮૦/૧૦૮૬/મ (૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી :

કર્મચારી વર્ગ		ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
૧		૨	
		દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ	}	રૂા. પૈસા	રૂા. પૈસા
		૨૮.૬૦	૭૪૩.૦૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના જાહેરનામા નં. કેએચઆર/૨૦૦૬/૮૨/એમડબલ્યુએ/૧૦૮૦/૧૦૮૬-મ(૨) માં જણાવેલ હેતુ માટે દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તારીખ ૨૨મી એપ્રિલ, ૨૦૦૮.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૦૦૮-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૮ના રોજ પૂરા થતા ૬ મહિના માટેના સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ - ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જુલાઈ, ૨૦૦૮	ડિસેમ્બર, ૨૦૦૮	૩૧૫૪

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ ઉક્ત અનુસૂચિત રોજગાર તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના રોજ અને તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન, અને ૩૧મી ડિસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર, અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૮૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૮૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૮૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી એપ્રિલ, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી ૨૦૦૮ના ઉક્ત જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી એપ્રિલ, ૨૦૦૮ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
૧	૨	
	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ	રૂા. પૈસા ૮.૮૦	રૂા. પૈસા ૨૨૮.૮૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૯ના જાહેરનામા ના પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

અ.નં.	અનુસૂચિત રોજગારીનું નામ	શ્રમ અને રોજગાર વિભાગના જાહેરનામાં ક્રમાંક અને તારીખ
૧	૨	૩
૧	ઓટોમોબાઈલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય.	નં. કેએચઆર-૧૧-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૨	બેકરી ઉદ્યોગ.	નં. કેએચઆર-૧૨-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩	બોબીન વ્યવસાય.	નં. કેએચઆર-૧૩-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪	હાડકાનો ભૂકો બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૧૪-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૫	ઈંટ ઉત્પાદન વ્યવસાય.	નં. કેએચઆર-૧૫-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૬	સીમેન્ટ પ્રિસ્ટ્રેડની બનાવટનો વ્યવસાય.	નં. કેએચઆર-૧૬-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮

૧	૨	૩
૭	રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય.	નં. કેએચઆર-૧૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૮	કોટન છૂર્નીંગ, કોટન પ્રેસીંગનો વ્યવસાય.	નં. કેએચઆર-૧૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૯	તબીબી વ્યવસાય, ક્લીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગહોમ સિવાય).	નં. કેએચઆર-૧૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૦	શારકામ અને પાતાળકૃવા વ્યવસાય.	નં. કેએચઆર-૨૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૧	ઇલેક્ટ્રોનીક્સ ઉદ્યોગ અને સંબંધિત અથવા આનુશાંગિક ઉદ્યોગ.	નં. કેએચઆર-૨૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૨	ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન, શિડ્યુલ-એ પ્રોડક્શન ઓફ ફિલ્મસ શીડ્યુલ-૨ -બી ડિસ્ટ્રીબ્યુશન એન્ડ એક્ઝીબીશન ઓફ ફિલ્મસ શીડ્યુલ-૩-સી ટુરીંગ સિનેમા.	નં. કેએચઆર-૨૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૩	મત્સ્ય ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૨૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૪	ફોરેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય.	નં. કેએચઆર-૨૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૫	હોઝીયરી ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૨૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૬	હોસ્પિટલ અને નર્સીંગહોમનો વ્યવસાય.	નં. કેએચઆર-૨૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૧૭	૫૦ કરતાં ઓછા શ્રમયોગીઓને કામે રાખતી ઔદ્યોગિક ઈજનેરી સંસ્થાઓ (ઓટોમોબાઈલ્સ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય).	નં. કેએચઆર-૨૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮

૧	૨	૩
૧૮	૫૦ કરતાં વધુ શ્રમયોગીઓને કામે રાખતી ઔદ્યોગિક ઈજનેરી સંસ્થાઓ (ઓટોમોબાઈલ્સ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય).	નં. કેએચઆર-૨૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૧૯	જરી ઉદ્યોગ (અખાડેદાર સિવાય).	નં. કેએચઆર-૨૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૦	ખાંડસરી ઉદ્યોગ.	નં. કેએચઆર-૩૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૧	મ્યુનિસિપલ કોર્પોરેશન.	નં. કેએચઆર-૩૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૨	મ્યુનિસિપાલિટી અને નગર પંચાયત.	નં. કેએચઆર-૩૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૩	ગ્રામ પંચાયત.	નં. કેએચઆર-૩૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૪	કારખાના ધારાની કલમ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય.	નં. કેએચઆર-૩૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૫	રેડીમેડ ગારમેન્ટ અને દરજ્જાકામનો વ્યવસાય. રેડીમેડ ગારમેન્ટમાં પીસ રેટથી કામ કરતા શ્રમયોગીઓ માટે.	નં. કેએચઆર-૩૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૬	ઓઈલ મીલ ઉદ્યોગ.	નં. કેએચઆર-૩૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૭	પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ.	નં. કેએચઆર-૩૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯
૨૮	ફાર્માસ્યુટિકલ ઉદ્યોગ.	નં. કેએચઆર-૩૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯

૧	૨	૩
૨૯	પ્લાસ્ટીક ઉદ્યોગ.	નં. કેએચઆર-૩૯-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૦	પોટરી ઉદ્યોગ.	નં. કેએચઆર-૪૦-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૧	પાવરલુમ ઉદ્યોગ.	નં. કેએચઆર-૪૧-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૨	પ્રિવિવીંગ ટેક્સટાઈલ પ્રોસેસીંગ ઉદ્યોગ.	નં. કેએચઆર-૪૨-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૩	પ્રિન્ટીંગપ્રેસ, લેટરપ્રેસ, લીથોપ્રેસ તેમજ બાઈન્ડિંગ ઉદ્યોગ.	નં. કેએચઆર-૪૩-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૪	પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ.	નં. કેએચઆર-૪૪-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૫	કાગળ અને પૂંઠા બનાવવાનો ઉદ્યોગ.	નં. કેએચઆર-૪૫-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૬	રહેણાંકની હોટેલ, રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય.	નં. કેએચઆર-૪૬-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૭	રાઈસમીલ, ફ્લોરમીલ, દાલમીલનો વ્યવસાય.	નં. કેએચઆર-૪૭-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૮	છાપરાના નળીયા બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૪૮-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૩૯	રબ્બર ઉદ્યોગ	નં. કેએચઆર-૪૯-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૦	મીઠા ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૫૦-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૧	સાબુ ઉદ્યોગ.	નં. કેએચઆર-૫૧-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮

૧	૨	૩
૪૨	પત્થર તોડવાનો ઉદ્યોગ.	નં. કેએચઆર-૫૨-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૩	ખાંડ ઉદ્યોગ.	નં. કેએચઆર-૫૩-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૪	ચર્મ ઉદ્યોગ.	નં. કેએચઆર-૫૪-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૫	તમાકુ અને બીડી બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૫૫-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૬	તમાકુની પ્રક્રિયા માટેનો વ્યવસાય.	નં. કેએચઆર-૫૬-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૭	ગરમ ગાલીચા તથા શાલ બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૫૭-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૮	દુકાન અને વાણીજ્ય સંસ્થાનો વ્યવસાય.	નં. કેએચઆર-૫૮-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮
૪૯	અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિનશૈક્ષણિક કર્મચારીઓ માટેની રોજગારી.	નં. કેએચઆર-૫૯-એમડબલ્યુએ-૧૦૨૦૦૮ -૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮

ગાંધીનગર, તારીખ ૨૨મી એપ્રિલ, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/39006/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calender year 1960 = 100)

Month	Cost of Living Index Number
DECEMBER - 2008	3136

Gandhinagar, 20th April, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૯૦૦૬.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)થી મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમધોગી/કર્મચારી માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
ડીસેમ્બર, ૨૦૦૮	૩૧૩૬

ગાંધીનગર, તારીખ ૨૦મી એપ્રિલ, ૨૦૦૯.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 24

POSTAL REGISTRATION

No. VDR-E/14/2009-2011



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૧મી મે, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सन् १९४७नो १४मो).

ક્રમાંક કેએચઆર-૨૦૦૯/૮૪/આઈડીએ-૧૦૯૯-૨૭૭૭-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

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તેથી હવે, ઉક્ત અધિનિયમની કલમ-(ર)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., પો. દહેજ, મેન્યુફેક્ચરીંગ ડીવીઝન, જિ. ભરૂચ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 26th May, 2009.

THE MINIMUM WAGES ACT, 1948.

No. KHR/2009/86/MWA-10-2009/GOI-2/-M-2.- The following draft of a notification which is proposed to be issued under Section-27 of the Minimum Wages Act, 1948 (11th of 1948) (hereinafter referred to as "the said Act") is hereby published as required by section-27 of the said Act for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of three months from the date of its publication in the *Official Gazette*.

25/2 GUJ. GOVT. GAZ. EX., MAY 26, 2009/JYAISTHA 5, 1931 [PART I-L

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Sachivalaya, Gandhinagar, from any person in respect of the said draft before the expiry of aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2009/86/MWA-10-2009/GOI-2/-M(2).— In exercise of the powers conferred by section-27 of the Minimum Wages Act, 1948 (11th of 1948), the Government of Gujarat hereby amends Part-I of the Schedule appended to the said Act, as follows, namely :-

In the Part-I of the Schedule appended to the said Act, after Item No. 60, the following shall be added, namely :-

“61. Employment in Ship breaking activities”.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Under Secretary.



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Notifications, Orders and Awards (other than those published in Part I,
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**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/39023/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960 = 100)

Month	Cost of Living Index Number
MARCH - 2009	3160

Gandhinagar, 30th May, 2009.

H. R. SHAH,
Deputy Commissioner of Labour and
Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

નાયબ શ્રમ આયુક્ત અને લઘુત્તમ વેતન અધિનિયમ અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૮૦૨૩.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ઘ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારી માટેના નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
માર્ચ - ૨૦૦૯	૩૧૬૦

ગાંધીનગર, તારીખ ૩૦મી મે, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૬મી જૂન, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૦૬/આઈડીએ-૧૦૯૬-૯૯-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, જેના સંબંધમાં રાજ્ય સરકાર સંમુચિત સરકાર હોય અને જેનું ઉત્પાદન નાથલોન ફીલામેન્ટ યાર્નનું હોય તેવા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ગુજરાત સ્ટેટ ફર્ટલાઈઝર એન્ડ કેમીકલ્સ લી., ફાઈબર યુનિટ, કોસંબા, જિ. સુરત હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૫મી જુલાઈ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૧૭/આઈડીએ-૧૦૮૭-૫૮૨-(૯૭)-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ ફર્ટીલાઈઝર ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી સદરહુ રોજગારની સેવાઓને તારીખ ૧૫મી જુલાઈ, ૨૦૦૯ થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., હજીરા મેન્યુ. ડીવીઝન, સુરત હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને તારીખ ૧૭મી જુલાઈ, ૨૦૦૯ થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૬મી જુલાઈ, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सने १९४७નો १४મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૧૮/આઈડીએ-૨૦૦૨-૪૬૬-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને
ખાતરી થઈ છે કે, પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના
औद्योगिक विवाद अधिनियम (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)
ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

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ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૧મી જુલાઈ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭.

ક્રમાંક કેએચઆર-૨૦૦૯/૧૨૩/આઈડીએ-૨૦૦૯-૪૫૦-મ(૪).- ગુજરાત સરકારનો એવો અભિપ્રાય છે કે, નીચે અનુસૂચિમાં નિર્દિષ્ટ કરેલી બાબતો સાથે સંકળાયેલી ઔદ્યોગિક તકરાર રોયલ કુશન વિનાઈલ પ્રોડક્ટ્સ લી., પ્લોટ નં. ૫૫, ગરધીયા, તા. સાવલી, જિ. વડોદરા અને તે હેઠળ કામે રાખેલા કામદારો વચ્ચેની છે.

તેથી હવે, ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ના ૧૪માં) ની કલમ-૧૦ની પેટા-કલમ (૧) ના ખંડ (ઘ) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર આથી વડોદરા ખાતેના ઔદ્યોગિક ન્યાયપંચને સદરહુ તકરાર તેનો ન્યાય નિર્ણય કરવા માટે લખી મોકલે છે અને ઉક્ત અધિનિયમની કલમ-૧૦(૩) હેઠળ મળેલી સત્તાની રૂએ સદરહુ સંસ્થામાં તારીખ ૧૩મી મે, ૨૦૦૮નાં રોજથી શ્રમયોગીઓ દ્વારા પાડવામાં આવેલ હડતાળ પર પ્રતિબંધ મુકે છે.

(૨) ઉક્ત અધિનિયમની કલમ-૧૦(૨-ક) અન્વયે કેસનો ચુકાદો આપવાની સમયમર્યાદા આ હુકમની તારીખથી ત્રણ માસ સુધીની ઠરાવવામાં આવે છે.

અનુસૂચિ

- (૧) શ્રમયોગી આગેવાન શ્રી ભદ્રેશ આર. પટેલને તારીખ ૧૩મી મે, ૨૦૦૮ના રોજથી પેન્ડિંગ ઇન્કવાયરી સસ્પેન્ડ કરતાં આ સસ્પેન્શન પાછું ખેંચવું કે કેમ ?
- (૨) શ્રમયોગીઓને માર્ચ, ૨૦૦૮ એપ્રિલ, ૨૦૦૮ અને મે, ૨૦૦૮નો બાકી પગાર તાત્કાલિક અસરથી ચૂકવી આપવો કે કેમ ?

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 23rd July, 2009.

EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

No. KHR-2009-122-EPF-18-2009-214526-M(3):-In exercise of the powers conferred under sub-section (1) (a) of section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (XIX of 1952) (hereinafter referred to as "the said act") the Government of Gujarat hereby exempts M/s. Gujarat State Fertilizers & Chemicals Ltd. bearing PF Code No. GJ/5238-A, Sikka Unit,

Moti Khavdi, Jamnagar, from the operation of the Employees' Provident Fund Scheme, 1952, under the said Act, with following conditions :-

- (1) Rate of contribution as provided for under Section 6 of the EPF & MP Act, 1952;
- (2) Benefits available to the members under the various provisions of the EPF Scheme, 1952;
- (3) The establishment has enrolled all the eligible employees including employees employed by or through contractor in or in connection with the work of the establishment and the employees engaged through contractors who have been covered separately as independent establishment have also been enrolled;
- (4) The enrolment of all the employees in the branch units and companies has been verified and confirmed;
- (5) The establishment has been enjoying relaxation from 1st April, 1996 and the investment by the trust during the period of enjoyment of relaxation is as per the pattern of investment prescribed from time to time;
- (6) The Board of Trustees has been established under the Chairmanship of the employer;
- (7) Trustees are maintaining the accounts electronically and the members are able to see their account balance from the computer terminals.

The employer has undertaken to maintain the accounts electronically and to make available the individual balance each of the employees electronically;

- (8) the board of trustees have furnished an undertakings regarding conditions 22 and 23, Appendix A, Para 27-AA of the EPF Scheme, 1952;
- (9) The accounts of the trustees as well as the establishments is being periodically inspected by a team of officers headed by APFCs to ensure that the establishment comply with all the conditions for grant of exemption and the trust handle the funds effectively and efficiently;
- (10) Proper records of withdrawals, transfers, etc. are maintained by the Trustees;
- (11) Monthly returns are submitted regularly and the compliance with the conditions is monitored regularly;

- (12) The establishment has remitted the inspection charge as well as the contribution relation to EPS and EDLI contribution as the case may be upto the date of recommendation;
- (13) The number of trustees representing the employer and employees each are within the permitted strength under para 79-C of the EPF Scheme.

By order and in the name of the Governor of Gujarat.

S. K. Bamaniya,
Under Secretary.

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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૧મી જુલાઈ, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ :-

ક્રમાંક કેએચઆર-૨૦૦૯/૧૨૩/આઈડીએ-૨૦૦૯-૪૫૦-મ(૪).- ગુજરાત સરકારનો એવો અભિપ્રાય છે કે, નીચે અનુસૂચિમાં નિર્દિષ્ટ કરેલી બાબતો સાથે સંકળાયેલી ઔદ્યોગિક તકરાર રોયલ ફુશન વિનાઈલ પ્રોડક્ટ્સ લી. પ્લોટ નં. ૫૫, ગરધીયા, તા. સાવલી, જિ. વડોદરા અને તે હેઠળ કામે રાખેલા કામદારો વચ્ચેની છે.

તેથી હવે, ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ના ૧૪ માં)ની કલમ-૧૦ની પેટા-કલમ (૧) ના ખંડ (ઘ)થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર આથી વડોદરા ખાતેના ઔદ્યોગિક ન્યાયપંચને સદરહું તકરાર તેનો ન્યાય નિર્ણય કરવા માટે લખી મોકલે છે અને ઉક્ત અધિનિયમની કલમ-૧૦(૩) હેઠળ મળેલી સત્તાની રૂએ સદરહું સંસ્થામાં તારીખ ૧૩મી મે, ૨૦૦૯નાં રોજથી શ્રમયોગીઓ દ્વારા પાડવામાં આવેલ હડતાલ પર પ્રતિબંધ મૂકે છે.

ઉક્ત અધિનિયમની કલમ-૧૦(૨-ક) અન્યથે સદરહું કેસનો ચુકાદો આપવાની સમયમર્યાદા આ હુકમની તારીખથી ત્રણ માસ સુધીની કરાવવામાં આવે છે.

અનુસૂચિ

- (૧) શ્રમયોગી આગેવાન શ્રી ભદ્રેશ આર. પટેલને તારીખ ૧૩મી મે, ૨૦૦૯નાં રોજથી પેન્ડિંગ ઈન્કવાયરી સસ્પેન્ડ કરતાં આ સસ્પેન્શન પાછું ખેંચવું કે કેમ ?
- (૨) શ્રમયોગીઓને માર્ચ, ૨૦૦૯, એપ્રિલ, ૨૦૦૯ અને મે, ૨૦૦૯નો બાકી પગાર તાત્કાલિક અસરથી ચૂકવી આપવો કે કેમ ?

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ દહીં ઓગષ્ટ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૩૫/આઈડીએ-૨૦૦૨-૧૧૧૭-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, રેયોન અને સ્પીનિંગ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ડ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઈન્ડિયન રેયોન (આદિત્ય બીરલા નુવો લી.નું યુનિટ), વેરાવળ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી દ(છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ફટ્ટી ઓગષ્ટ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૩૬/આઈડીએ-૧૦૨૦૦૩-૧૭૯૦-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, દૂધ ઉત્પાદન, વિતરણ તથા તેના આધારિત અન્ય જીવન ઉપયોગી બનાવટો બનાવતા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ખેડા જિલ્લા સહકારી દૂધ ઉત્પાદક સંઘ લી., આણંદ તથા તેની સાથે સંકળાયેલ સંસ્થાઓના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬(છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૧મી ઓગસ્ટ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૩૯/આઈડીએ-૧૦૨૦૦૪-૯૨૩-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, સ્ટેપલ ફાઈબર અને એસિડ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

36/2 GUJ.GOV.T.GAZ. EX., AUGUST 22, 2009/SRAVANA 31, 1931 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી બિરલા સેલ્યુલોઝીક મુ. ખરચ, કોસંબા, આર. એસ., જિ. ભરૂચના શ્રમયોગીઓના રોજગારની સેવાઓને તારીખ ૨૫મી ઓગસ્ટ, ૨૦૦૯થી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૧મી ઓગસ્ટ, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૪૦/આઈડીએ-૨૦૦૧-૨૬૧૨-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, જેના કામકાજ ઉપર કોઈ ઔદ્યોગિક સંસ્થાની અથવા તેમાં કામે રાખેલા શ્રમયોગીઓની સલામતીનો આધાર હોય તેવા ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી વર્ધમાન એકેલીક્સ લી., જી.આઈ.ડી.સી., ઝઘડીયા, જિ. ભરૂચ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને તારીખ ૨૬મી ઓગસ્ટ, ૨૦૦૯થી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 38

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948.

Notification

No. KH/SHMC/39052/MWA/6.- In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its applicaion to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the Schdule to the Act.

38/2 GUJ. GOVT. GAZ. EX., SEPTEMBER 7, 2009/BHADRA 16, 1931 [PART I-L
SCHEDULE

(Average price for the calendar year 1960 = 100)

Month	Cost of Living Index Number
April-2009	3203

Gandhinagar, dated 1st September, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૦૫૨.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ= ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
એપ્રિલ-૨૦૦૮	૩૨૦૩

ગાંધીનગર, તારીખ ૧લી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948.**

Notification

No. KH/SHMC/39053/MWA/6.— In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the Schedule to the Act.

(Average price for the calendar year 1960 = 100)

Month	Cost of Living Index Number
May-2009	3203

Gandhinagar, dated 1st September, 2009.

H. R. SHAH,
Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar

સને ૧૯૪૮ના લઘુતમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૯૦૫૩.-લઘુતમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુતમ વેતન અધિનિયમની
કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ પર્ચનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ=૧૦૦)

મહિનો	જીવન નિર્વાહ પર્ચના સૂચિઆંક
મે-૨૦૦૯	૩૨૦૩

ગાંધીનગર, તારીખ ૧લી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુતમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

EXTRA No. 40

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948.**

Notification

No. KH/SHMC/39054/MWA/6.— In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the Schedule to the Act.

(Average price for the calendar year 1960 = 100)

Month	Cost of Living Index Number
June, 2009	3246

Gandhinagar, dated 1st September, 2009.

H. R. SHAH,
Deputy Commissioner of Labour
& Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૯૦૫૪.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)
થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની
કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત
રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર
કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ=૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
જૂન-૨૦૦૯	૩૨૦૩

ગાંધીનગર, તારીખ ૧લી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

EXTRA No. 41

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 14th September, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-2009-144-MWA-102008-385-M(2):- Whereas the draft notification under Government Notification, Labour and Employment Department No. KHR-2008-195-MWA-102008-385-M(2), dated the 17 th December, 2008, was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (XI of 1948), at pages 52/1 to 52/4 in the Government Gazette, Extraordinary, Part- I-L, inviting objections and suggestions from all persons

likely to be affected thereby, within two months from the date of its publication in the *Official Gazette*.

And whereas, no objections and suggestions have been received by the State Government in respect of the said notification;

Now, therefore, in exercise of the powers conferred by clause (b) sub-section (1) of section 3 the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notification, Labour and Employment Department No. KHR-2004-110-MWA-1094-I-26-M(2), dated the 25th August, 2004, the Government of Gujarat, hereby revises the minimum rates of wages in respect of the employees and workers employed in "Agarbatti making industry "(including home based employment)", the Scheduled employment under entry 57 of the Schedule to the Act, in the whole of the State of Gujarat, as set out in the Schedule A and Schedule B as specified under :-

- (i) The minimum rates of wages as set out in column 3 of Schedule A appended below in respect of the class of employees mentioned in column 2 specified categorywise in column 1 of the said schedule in respect of the employees employed in the Agarbatti making industry (including home based employment) :

SCHEDULE -A

Employment in Agarbatti making industry (including home based employment)

Category	Class of Employees	Rate payable . per day (Rs.)
1	2	3
I	Skilled : Manager, Accountant, Head Clerk, Salesman, Dipper, Driver	115.00
II	Semi-Skilled : Sales Assistant	105.00
III	Un-skilled : Peon, Helper, Watchman, Sweeper, Cleaner	100.00

(ii) The minimum rates of wages as set out in column (4) of Schedule B appended below in respect of the type of Agarbatti work mentioned in column (2) as mentioned quantitywise in column (3) of the said Schedule in respect of the workers employed in factory or at home.

SCHEDULE - B

For Home Workers and Factory Workers :-

Sr. No.	Type of Agarbatti work	Quantity	Rate payable
1	2	3	4
1	Water based Agarbatti making	1000 Agarbatti	Rs. 7-50 n.p.
2	Oil based Agarbatti making	1000 Agarbatti	Rs. 8-00 n.p.
3	Raw Agarbatti Packing	500 gms. Each	Rs. 0-30 n.p.
4	Roll Agarbatti Packing	100 gms. Each	Rs. 0-08 n.p.
		250 gms. Each	Rs. 0-17 n.p.
		500 gms. Each	Rs. 0-27 n.p.
5	Box batti packing	1 Dozen	Rs. 1-10 n.p.

Explanation for the purpose of this Notification :

- (1) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages if he/she works upto Four hours and if he/she works for more than four hours, he/she shall be paid full minimum rates of wages;
- (2) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than wages payable to the category of the employees to which they belong;
- (3) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages ;
- (4) Male and female employees should be given equal wages for equal work;

(5) The minimum rates of wages payable to an Apprentice employed on skilled or un-skilled work shall be paid 75% of the minimum rates of wages fixed for the classes of employees to which he belongs, for the first three months. After three months he shall be paid in full.

(6) The Home Workers and Factory Workers mentioned in schedule 'B' shall get 20% rise every year till the minimum rates are revised.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.

EXTRA No. 42

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 22nd September, 2009.

MINIMUM WAGES ACT, 1948.

No. KHR-2009-156-MWA -10-2009-437-M(2):-The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of Section 3 read with clause (b) of sub-section (1) of Section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as "the said Act"), for fixing the minimum rates of wages payable to the employees employed in the scheduled employments of Sweeping

and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993, covered under entry 60 in Part-I of the Schedule to the said Act not falling under any other entries in the schedule appended to the said Act (hereinafter referred to as "the said scheduled employment") in the State of Gujarat specified in Schedule annexed to this draft notification ("hereinafter referred to as the said scheduled employment") in the State of Gujarat is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR-156-MWA-10-2009-437-M(2) :- In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section-5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat hereby fixes the minimum rates of wages in respect of the employees employed in the "60, Employment of Sweeping and Cleaning excluding activities prohibited under the "Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993", not falling under and other entries in the schedule appended to the said Act, in the State of Gujarat, as follows :-

- (a) The basic rates of Wages payable to the employees employed in the said employment by the day shall be as set out in column 3 of the Schedule appended below in the Areas as specified in column. 2 respectively ;
- (b) A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-

- (i) for the rise of every five points over the cost of living index number 2935 or over any such number which is greater than 2935 applicable to employee in the said Scheduled Employment, the special allowance payable in addition to the basic rates of wages shall be Rs. 0.20 paise per day or Rs. 5.20 paise per month;
- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 2935, the special allowance shall be reduced at the rate of Rs. 0.20 paise per day or Rs. 5.20 paise per month;

Provided that the rates of special allowances for the first time after the publication of this notification shall be adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Sweeping and Cleaning excluding activities prohibited under the "Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993"

Sr. No.	Area	Minimum rates of wages per day.
1	2	3
	Area-A. —Shall comprise the area in the State of Gujarat within the limits of Ahmedabad Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949, and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits.	Rs. 180.00 + Special allowance
	Area-B. —Shall comprise the area in the State of Gujarat within the limits of Rajkot, Bhavanagar, Surat, Vadodara, Jamnagar and Junagadh Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949, and the areas falling within a peripheral distance of five kilometers from the aforesaid limits.	Rs. 150.00 + Special allowance

1	2	3
	Area-C. Shall comprise all the area in the State of Gujarat other than those not included in Area-A and Area-B.	Rs. 133.35 + Special allowance

Explanation for the purpose of this Notification :-

- (1) In case of an employee on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs;
- (2) The workers employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance;
- (3) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong;
- (4) No deduction shall be made in respect of the perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance;
- (5) Male and female employees should be given equal wages for equal work;
- (6) The minimum rates of wages payable to an apprentice-employee on skilled or semi-skilled work shall be 75% of the minimum rates of wages fixed for the class of employees to which he belongs, in addition to special allowance for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૯૦૬૯-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૯ના રોજ પૂરા થતા ૬ મહિના માટેના સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ - ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જાન્યુઆરી, ૨૦૦૮	જૂન, ૨૦૦૮	૩૧૭૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામાનાં પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ ઉક્ત અનુસૂચિત રોજગાર તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતા કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના રોજ અને તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન, અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતા એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર, અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૮૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા ૨૮૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૮૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૮ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી ૨૦૦૮ના ઉક્ત જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૮ના રોજ શરૂ થતા છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતા કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારીઓ

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
૧	૨	
	દૈનિક	માસિક
કુશળ, } અર્ધ-કુશળ, } બિન-કુશળ }	રૂ. પૈસા ૮.૬૦	રૂ. પૈસા ૨૪૮.૬૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૮ના જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

અનુ. નંબર	અનુસૂચિત રોજગારીનું નામ	શ્રમ અને રોજગાર વિભાગના જાહેરનામા ક્રમાંક અને તારીખ
૧	૨	૩
૧	ઓટોમોબાઈલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય.	નં. કેએચઆર-૧૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૨	બેકરી ઉદ્યોગ	નં. કેએચઆર-૧૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૩	બોબીન વ્યવસાય	નં. કેએચઆર-૧૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૪	હાડકાંનો ભૂકો બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૧૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૫	ઈંટ ઉત્પાદન વ્યવસાય	નં. કેએચઆર-૧૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૬	સીમેન્ટ પ્રિસ્ટ્રેસની બનાવટનો વ્યવસાય.	નં. કેએચઆર-૧૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.

૧	૨	૩
૭	રસ્તાઓના બાંધકામ કે નિભાવ કરવાનો કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય.	નં. કેએચઆર-૧૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૮	કોટન જીનીંગ, કોટન પ્રેસીંગનો વ્યવસાય.	નં. કેએચઆર-૧૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૯	તબીબી વ્યવસાય, ક્લીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગહોમ સિવાય).	નં. કેએચઆર-૧૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૦	શારકામ અને પાતાળકૂવા વ્યવસાય.	નં. કેએચઆર-૨૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૧	ઇલેક્ટ્રોનીક્સ ઉદ્યોગ અને સંબંધિત અથવા આનુષંગિક ઉદ્યોગ.	નં. કેએચઆર-૨૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૨	ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન, શિડ્યુલ-એ પ્રોડક્શન ઓફ ફિલ્મસ શીડ્યુલ-૨-બી ડીસ્ટ્રીબ્યુશન એન્ડ એક્ઝીબીશન ઓફ ફિલ્મસ શીડ્યુલ-૩-સી ટુરીંગ સિનેમા.	નં. કેએચઆર-૨૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૩	મત્સ્ય ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૨૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૪	ફોરેસ્ટ્રી અને ટીઅર ઓપરેશનનો વ્યવસાય.	નં. કેએચઆર-૨૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૫	હોઝીયરી ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૨૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૬	હોસ્પિટલ અને નર્સીંગહોમનો વ્યવસાય.	નં. કેએચઆર-૨૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.
૧૭	૫૦ કરતાં ઓછા શ્રમયોગીઓને કામે રાખતી ઔદ્યોગિક ઈજનેરી સંસ્થાઓ (ઓટોમોબાઈલ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય).	નં. કેએચઆર-૨૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૮.

૧	૨	૩
૧૮	૫૦ કરતાં વધુ શ્રમયોગીઓને કામે રાખતી ઔદ્યોગિક ઈજનેરી સંસ્થાઓ (ઓટોમોબાઈલ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય).	નં. કેએચઆર-૨૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૧૯	જરી ઉદ્યોગ (અખાડેદાર સિવાય).	નં. કેએચઆર-૨૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૦	ખાંડસરી ઉદ્યોગ	નં. કેએચઆર-૩૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૧	મ્યુનિસિપલ કોર્પોરેશન	નં. કેએચઆર-૩૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૨	મ્યુનિસિપાલિટી અને નગર પંચાયત.	નં. કેએચઆર-૩૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૩	ગ્રામ પંચાયત	નં. કેએચઆર-૩૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૪	કારખાના ધારાની કલમ-૨(કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય.	નં. કેએચઆર-૩૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૫	રેડીમેડ ગારમેન્ટ અને દરજ્જાકામનો વ્યવસાય. રેડીમેડ ગારમેન્ટમાં પીસ રેટથી કામ કરતા શ્રમયોગીઓ માટે.	નં. કેએચઆર-૩૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૬	ઓઈલ મીલ ઉદ્યોગ	નં. કેએચઆર-૩૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૭	પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ.	નં. કેએચઆર-૩૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૨૮	ફાર્માસ્યુટીકલ ઉદ્યોગ.	નં. કેએચઆર-૩૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.

૧	૨	૩
૨૯	પ્લાસ્ટીક ઉદ્યોગ	નં. કેએચઆર-૩૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૦	પોટરી ઉદ્યોગ	નં. કેએચઆર-૪૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૧	પાવરલુમ ઉદ્યોગ	નં. કેએચઆર-૪૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૨	પ્રિવિર્વીંગ ટેક્સટાઈલ પ્રોસેસીંગ ઉદ્યોગ.	નં. કેએચઆર-૪૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૩	પ્રિન્ટીંગપ્રેસ, લેટરપ્રેસ, લીથોપ્રેસ તેમજ બાઈન્ડિંગ ઉદ્યોગ.	નં. કેએચઆર-૪૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૪	પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ.	નં. કેએચઆર-૪૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૫	કાગળ અને પૂંકા બનાવવાનો ઉદ્યોગ.	નં. કેએચઆર-૪૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૬	રહેણાંકની હોટેલ, રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય.	નં. કેએચઆર-૪૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૭	રાઈસમીલ, ફ્લોરમીલ, દાલમીલનો વ્યવસાય.	નં. કેએચઆર-૪૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૮	છાપરાંના નળીયાં બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૪૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૩૯	રબ્બર ઉદ્યોગ	નં. કેએચઆર-૪૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૦	મીઠા ઉદ્યોગનો વ્યવસાય.	નં. કેએચઆર-૫૦-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૧	સાબુ ઉદ્યોગ	નં. કેએચઆર-૫૧-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.

૧	૨	૩
૪૨	પત્થર તોડવાનો ઉદ્યોગ	નં. કેએચઆર-૫૨-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૩	ખાંડ ઉદ્યોગ	નં. કેએચઆર-૫૩-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૪	ચર્મ ઉદ્યોગ	નં. કેએચઆર-૫૪-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૫	તમાકુ અને બીડી બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૫૫-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૬	તમાકુની પ્રક્રિયા માટેનો વ્યવસાય.	નં. કેએચઆર-૫૬-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૭	ગરમ ગાલીચા તથા શાલ બનાવવાનો વ્યવસાય.	નં. કેએચઆર-૫૭-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૮	દુકાન અને વાણીજ્ય સંસ્થાનો વ્યવસાય.	નં. કેએચઆર-૫૮-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.
૪૯	અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિનશૈક્ષણિક કર્મચારીઓ માટેની રોજગારી.	નં. કેએચઆર-૫૯-એમડબલ્યુએ-૧૦૨૦૦૮-૩૦૨-એમ(૨), તા. ૧૧/૨/૨૦૦૯.

ગાંધીનગર, તારીખ ૧૯મી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૮૦૭૦-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, ગાંધીનગરને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતો આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૯ ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મુદત		સરેરાશ જીવન નિર્વાહ ખર્ચના
માં શરૂ થતી	માં પૂરી થતી	સૂચિ-આંક
૧	૨	૩
જાન્યુઆરી, ૨૦૦૯	જૂન, ૨૦૦૯	૩૧૭૭

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૨૦૦૬-૮૨-એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ (૨) થી ગુજરાત રાજ્યમાં ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ “ઉક્ત અનુસૂચિત રોજગાર” તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૬મી જુલાઈ ૨૦૦૬ના રોજ અને તારીખ ૨૬મી જુલાઈ ૨૦૦૬ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જૂન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૪૩૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૪૩૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૪૩૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૯ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના ઉક્ત જાહેરનામા નં. કે.એચ.આર./૨૦૦૬/૮૨/એમડબ્લ્યુએ/૧૦૮૦/૧૦૮૬-મ-(૨), અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૯ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧)માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ખાનગી સલામતી રક્ષક સેવાઓની રોજગારી :

કર્મચારી વર્ગ	ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું)	
(૧)	(૨)	
	દૈનિક	માસિક
કુશળ, અર્ધ-કુશળ, બિન-કુશળ	રૂા. પૈસા	રૂા. પૈસા
	૨૯.૬૦	૭૬૯.૬૦

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૪મી ઓગસ્ટ, ૨૦૦૬ના જાહેરનામા નં. કેએચઆર/૨૦૦૬/૮૨/એમડબલ્યુએ/૧૦૮૦/૧૦૮૬-મ(૨) માં જણાવેલ હેતુ માટે દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

ગાંધીનગર, તારીખ ૧૯મી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



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PART I-L

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and Gujarat Industrial Relations Act

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Notification

No. KH/SHMC/39071/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its applicable to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section 2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calender year 1960 = 100)

Month	Cost of living Index Number
JULY - 2009	3379

Gandhinagar, 19th September, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
and Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

ક્રમાંક કેએચ/એસએચએમસી/૩૮૦૭૧/એમડબલ્યુએ/૬.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)થી મને મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારોમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારી માટેના નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
જુલાઈ - ૨૦૦૮	૩૩૭૯

ગાંધીનગર, તારીખ ૧૯મી સપ્ટેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 46

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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Notification, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 5th October, 2009.

THE MINIMUM WAGES ACT, 1948.

No. KHR-160-2009-MWA-10-2009-GOI-2-M-2.—WHEREAS a draft proposal to add certain employment in Sphere, in exercise of the power conferred by section-27 of the Minimum Wages Act, 1948, (11 of 1948) was published vide Government Notification, Labour and Employment Department. No. KHR/2009/86/MWA/10/2009/GOI-2/M(2), dated the 26th May, 2009 which was published in the *Gujarat Government Gazette*, Extraordinary, Part-I-L No. 25/1 to

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25/2 dated the 26th May, 2009 inviting objections or suggestions from any
persons or organizations likely to be affected thereby, within three months from
the date of its publication; its intention to add "the Employment in Ship breaking
activities". In Part-I of the schedule to the said Act;

AND WHEREAS, no objections and suggestions have been received by
the State Government in respect of the said notification;

NOW, THEREFORE, in exercise of the powers conferred by section-27 the
Minimum Wages Act, 1948, (II of 1948) the Government of Gujarat hereby amends
Part-I of the Schedule appended to the said Act, as follows, namely : -

In the Part-I of the Schedule appended to the said Act, after Item No. 60, the
following shall be added, namely :-

"61. Employment in Ship breaking activities".

By order and in the name of the Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

PRINTED AT THE GOVERNMENT PRESS, VADODARA.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૫મી ઓક્ટોબર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૬૫/આઈડીએ-૨૦૦૯-૪૦૬૧૬૦-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, ફેબ્રીકેશન (લોખંડ અને પોલાદ) તથા સંરક્ષણ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ફ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી લાર્સન એન્ડ ટુબ્રો લી., હજીરા મેન્યુફેક્ચરીંગ, સુરત હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એ. એમ. કાદરી,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 48/1

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-167-अरद-102009/ 439 / M-4 :The following draft of a notification which is proposed to be issued under section 19 of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Welfare Commissioner (Class-I) (Sr.duty) in the Service of Gujarat Labour Welfare Board.

I-L-Extra—48/1

48-1/1

The draft notification is hereby published as required by section 19 (1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-167-22d-102009/ 439 / M-4 : In exercise of the power conferred by Section 19 of The Bombay Labour Welfare Fund Act, 1953, the Governor of Gujarat hereby makes the following Rules to provide for regulating the Recruitment to the post of Welfare Commissioner (Class-I) (Sr.duty) in the Service of Gujarat Labour Welfare Board.

1. The Rules shall be called "Recruitment Rules for the post of Welfare Commissioner" (Class-1) (Sr.duty) in the service of the Gujarat Labour Welfare Board;
2. Appointment to the post of Welfare Commissioner (Class-I) (Sr.duty) shall be made by Transferring suitable officer from the State service (Class-I) (Sr.duty) on Deputation basis.

By Order and in the name of Governor of Gujarat

A. M. KADRI,
Deputy Secretary.

EXTRA No. 48/2

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953

No : KHR-2009-168-૧૨૨-102009/ 439 / M-4 :The following draft of a notification which is proposed to be issued under section 19 of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Assistant Welfare Commissioner (Administration) (Class-II) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19 of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-168-~~HRD~~-102009/ 439 / M-4 : In exercise of the powers conferred by section 19 of the Bombay Labour Welfare Fund Act, 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Assistant Welfare Commissioner (Administration.) (Class-II) in the services of Gujarat Labour Welfare Board :-

1. These Rules shall be called **Recruitment Rules for the post of Assistant Welfare Commissioner (Administration) Class-II** in the office of the Gujarat Labour Welfare Board.

2. Appointment to the post of **Assistant Welfare Commissioner Administration (Class-II)** shall be made either -

- (a) by promotion of a person of proved merit and efficiency from amongst the persons who-
 - (i) have worked for not less than seven years as Labour Welfare Officer in the subordinate services of the Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the Government from time to time; and
 - (ii) have passed the qualifying examination for basic knowledge of computer application equivalent to advanced Course on Computer Concept (CCC+) at Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the Government in the Gujarat Civil Service Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided that, where an appointing authority is satisfied that person having an experience specified above is not available for promotion and that it is in the public interest to fill up the post by promotion of a person having for a lesser period of experience, it may, for reasons to be recorded in writing and after obtaining previous approval of the State Government, promote such person who has experience for a period not less than two third of the period specified above ;

OR

- (b) by transferring of a suitable officer from State Services (Class II) as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, on deputation basis ;

OR

- (c) by direct selection.

3. To be eligible for appointment by direct selection to the post mentioned in rule 2 above, a Candidate must -

- (a) not be less than 21 years of age and not more than 28 years of age; and
- (b) possess a second class degree in Arts, Science, Commerce or Law of a University incorporated by the Act of Parliament or State Legislative in India; and
- (c) possess the basic knowledge of computer application equivalent to advanced Course on Computer Concept (CCC+) at Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the Government in the Gujarat Civil Service Classification and Recruitment (General) Rules, 1967, as amended from time to time.
- (d) have passed his/her S.S.C/ H.S.C examination with Gujarati and Hindi as one of the subjects.

Provided that preference will be given to the candidate holding a degree or diploma in Labour Welfare /Social Welfare from a recognized University or having atleast three years' experience in the matters of Labour Welfare in an administrative capacity over and above the qualifications mentioned above.

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- Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in Services of the State of Gujarat, in accordance with the provisions of the Gujarat Civil Services Classifications and Recruitment (General) Rules, 1967, as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidates belonging to the Scheduled Caste; Scheduled Tribe and Social and Educational Backward Class and in favour of women candidates in accordance with the Gujarat Civil Services Classifications and Recruitment (General) Rules, 1967, as amended from time to time.

4. The candidate appointed by direct selection shall be on probation for a period of two years and shall be considered to be appointed on the post of Assistant Welfare Commissioner on regular basis only after passing the Pre-service examination during the probationary period, as may be prescribed by the Government from time to time.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-169-૧૨૮-102009/ 439 / M-4 : The following draft of a notification which is proposed to be issued under section 19th of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Assistant Welfare Commissioner (Account & Audit) - Class-II in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-169-ORD-102009/ 439 / M-4 : In exercise of the power conferred by Section :19 of The Bombay Labour Welfare Fund Act, 1953, the Governor of Gujarat hereby makes the following Rules to provide for regulating the recruitment to the post of Assistant Welfare Commissioner (Account & Audit) in the services of Gujarat Labour Welfare Board.

1. These Rules shall be called the **Recruitment Rules for the post of Assistant Welfare Commissioner. (Account & Audit)- Class II**, in the office of the Gujarat Labour Welfare Board.
2. Appointment to the post of Assistant Welfare Commissioner (Account & Audit)- Class II shall be made by transferring a suitable Officer from amongst Accounts Officer/Audit Officer class-II from the Directorate of Accounts & Treasuries of Government of Gujarat on deputation basis.

By Order and in the name of Governor of Gujarat

A. M. KADRI,
Deputy Secretary.

EXTRA No. 48/4

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT
Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-170-૧૨૬-102009/ 439 / M-4.—The following draft of a notification which is proposed to be issued under section :19 of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Office Superintendent (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-170-અરદ-102009/ 439 / M-4 : In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act, 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Office Superintendent (Class-III)** in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Office Superintendent (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.

2. Appointment to the post of Office Superintendent-(Class-III) shall be made either-

(a) by promotion of a person of proved merit and efficiency from amongst the persons who -

(i) have worked for not less than five years in the common cadre of Assistant Labour Welfare Officer (Class-III) and Welfare Organiser (Class-III) in the subordinate services of the Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the government from time to time; and

(ii) have passed the qualifying examination for basic knowledge of Computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer

Courses (DOEACC) Society or of the level as may be determined by the Government in the Gujarat Civil Service Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided that where an appointing authority is satisfied that a person having experience specified above is not available for promotion and that it is necessary in the public interest to fill up a post by promotion even of a person having experience for a lesser period, it may, for reasons to be recorded in writing and after obtaining previous approval of the State Government promote such person who possesses experience of a period not less than two-third of the period specified above;

OR

- (b) by transferring of a suitable employee from the State Subordinate Services (Class-III) of the State Government as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, on deputation basis.

OR

- (c) by direct selection.

3. To be eligible for appointment by direct selection to the post mentioned in rule 2 above, a candidate must -

- (a) not be less than 21 years of age and not more than 28 years of age;
- (b) possess degree in Arts, Science, Commerce or Law from a University incorporated by an Act of Parliament or State Legislature in India; and
- (c) possess the basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the government from time to time; and
- (d) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that preference will be given to the candidate having an experience of Office Administration at least for a period of three years in any of the offices of State Government, Semi-Government or Board or Corporation of the State of Gujarat or from the Local Bodies of Gujarat State.

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Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in services of the State of Gujarat, in accordance with the provision of Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided further that upper age limit may also be relaxed in favour of a candidate belonging to Schedule Caste, Scheduled Tribe, Social and Educational Backward Class, and in favour of women candidate in accordance with Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

4. The direct selected candidate shall be appointed as Office Superintendent Sahayak on fixed remuneration as prescribed by the State Government from time to time on contract basis for a period of five years and after satisfactory completion of five years' contractual services, and after passing the Pre-services Examination during his/her contractual services as may be prescribed by the government from time to time, he/she will be considered for appointment to the post of office Superintendent on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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EXTRA No. 48/5

POSTAL REGISTRATION
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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-171-424-102009/ 439 / M-4.—The following draft of a notification which is proposed to be issued under section :19 of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Labour Welfare Officer (Class-III)** in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-171-GRd-102009/ 439 / M-4.-In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act, 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Labour Welfare Officer (Class-III)** in the subordinate services of Gujarat Labour Welfare Board.

1. These Rules shall be called Recruitment Rules for the post of Labour Welfare Officer (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.

2. Appointment to the post of Labour Welfare Officer (Class-III) shall be made either-

(a) by promotion of a person of proved merit and efficiency from amongst the persons who -

(i) have worked for not less than five years as Office Superintendent (Class-III) in the subordinate services of the Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the government from time to time; and

(ii) have passed the qualifying examination for basic knowledge of Computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of computer Courses (DOEACC) Society or of the level as may be determined by the Government in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided that where an appointing authority is satisfied that a person having experience specified above is not available for promotion and that it is necessary in the public interest to fill up a post by promotion even of a person having experience for a lesser period, it may, for reasons to be recorded in writing and after obtaining previous approval of the State Government promote such person who possess experience of a period of not less than two-third of the period specified above;

OR

- (b) by transferring of a suitable employee from the subordinate services (Class-III) of the State Government as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, on deputation basis;

OR

- (c) by direct selection.

3. To be eligible for appointment by direct selection to the post mentioned in rule:2 above, a candidate must -

- (a) not be less than 21 years of age and not be more than 28 years of age; and
- (b) possess as second class degree in Arts, Science, Commerce or Law of a University incorporated by an Act of Parliament or State Legislature in India; and
- (c) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects; and
- (d) possess the basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the government from time to time.

Provided that preference may be given to the candidate holding a degree or diploma or certificate in Labour Welfare / Social Welfare from any of the University incorporated by the Act of the Parliament or State Legislature in India.

48-5/4 GUI. GOVT. GAZ. EX., OCTOBER 22, 2009/ASVINA 30, 1931 [PART I-L
Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in the services of the State of Gujarat, in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidate, belonging to Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of Women candidates in accordance with the Gujarat Civil Service Classification and Recruitment (General) Rules, 1967, as amended from time to time.

4. The direct selected candidate shall be appointed as Labour Welfare Officer Sahayak on fixed remuneration as may be prescribed by the Government from time to time on contract basis for a period of five years and after satisfactory completion of five years' contractual services, and after passing the Pre-services Examination during his contractual services as may be prescribed by the government from time to time, he/she will be considered for appointment to the post of Labour Welfare Officer on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-172-48-6/ 439 / M-4 :-The following draft of a notification which is proposed to be issued under section :19th of The Bombay Labour Welfare Fund Act, (XL of 1953), the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Assistant Labour Welfare Officer (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-172-~~ORD~~-102009/ 439 / M-4 :- In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Assistant Labour Welfare Officer (Class-III) in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Assistant Labour Welfare Officer (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Assistant Labour Welfare Officer-(Class-III) shall be made either-
 - (a) by promotion of a person of proved merit and efficiency from amongst the person who-
 - (i) have worked for not less than five years as Senior Clerk in the subordinate services of the Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the Government from time to time and;
 - and
 - (i) have passed the qualifying examination for basic knowledge of Computer application equivalent to course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the

Government in accordance with the provisions of Gujarat Civil Services Classification and

- (ii) Recruitment (General) Rules, 1967 as amended from time to time.

Provided that where the appointing authority is satisfied that a person having experience specified above is not available for promotion and that it is necessary in the public interest to fill up a post by promotion even of a person having experience for a lesser period; it may for reasons to be recorded in writing and after previous approval of the State Government, promote such person who has experience for a period not less than two third of the period specified above;

OR

- (b) by transferring of a suitable employee from the subordinate Services (Class-III) of the State Govt. as defined in the Gujarat Civil Services Classification and Recruitment Rules, 1967 on deputation basis.

OR

- (c) by direct selection.

3. To be eligible for appointment by direct selection to the post mentioned in rule: 2 above, a candidate must -

- (i) be not less than 21 years of age and not more than 28 years of age and;
- (ii) be possesses a degree of Arts, Commerce, Science or Law of a University incorporated by an Act of Parliament or State Legislature in India, and;
- (iii) be possesses the basic knowledge of Computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the government from time to time;
- (iv) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that preference may be given to the candidate holding a degree or diploma or certificate in Labour Welfare or Social Welfare

from any of the University incorporated by the Act of the Parliament or State Legislature in India.

Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in the services of the State of Gujarat, in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided further that upper age limit may be relaxed in favour of a candidate belonging to Scheduled Cast, Scheduled Tribe, Social and Education Backward Class and in favour of Women candidates in accordance with the Gujarat Civil Services Classification and Recruitment Rules, 1967, as amended from time to time.

4. The direct selected candidate shall be appointed as Assistant Labour Welfare Officer Sahayak on fixed remuneration on contract basis as prescribed by the State Govt. from time to time for a period of five years. After the satisfactory completion of five years contractual services, and after passing the Pre services Examination during his/her contractual services as may be prescribed by the government from time to time, he/she will be considered for appointment to the post of Assistant Labour Welfare Officer on regular pay scale on regular basis.

By Order and in the name of Governor of Gujarat

A. M. KADRI,
Deputy Secretary.

EXTRA No. 48/7

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-173-ભરત-102009/ 439 / M-4 :-The following draft of a notification which is proposed to be issued under section : 19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Welfare Organiser (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons' in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-173-ord-102009/ 439 / M-4.- In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Welfare Organiser (Class-III) in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Welfare Organiser (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Welfare Organiser (Class-III) shall be made either-
 - (a) by promotion of a person of proved merit and efficiency from amongst the persons who -
 - (i) have worked for not less than five years as Senior Clerk in the subordinate services of Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the government from time to time; and
 - (ii) have passed the qualifying examination for basic knowledge of Computer application equivalent to Course on Computer Concept (CCC) or Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the Government in the Gujarat Civil Services and Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided that where appointing authority is satisfied that a person having the experience specified above is not available for promotion and that it is necessary in the public interest to fill up a post by promotion even of a person having experience for a lesser period, it may for reasons to be recorded in writing, and after obtaining previous approval of the State Government, promote such person who has experience for a period not less than two-third of the period specified above;

OR

- (b) by transferring a suitable employee from subordinate services (Class-III) of the State Govt. as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;

OR

- (c) by direct selection.

3. To be eligible for appointment by direct selection to the post mentioned in rule: 2 above, a candidate must -

be not less than 18 years of age and not more than 28 years of age and:

- (a) possess a degree in Arts, Commerce or Science or Law of a university; incorporated by an Act of Parliament or State Legislature in India, and;
- (b) possess the basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the government from time to time; and
- (c) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that preference may be given to a candidate who possess Degree or Diploma or Certificate in Labour Welfare or Social Welfare from any of the university or board incorporated by an Act of the Parliament or State Legislature in India; and

Provided that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or the State of Gujarat in accordance with the provision of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidates belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of Women candidates as determined from time to time under the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967.

4. The direct selected candidate shall be appointed as Welfare Organiser Sahayak on fixed remuneration as prescribed by the State Govt. from time to time on contract basis for a period of five years. After satisfactory completion of five years' contractual services and after passing the Pre-services examination during his contractual services as may be prescribed by the government from time to time, he/she will be considered for appointment to the post of Welfare Organiser on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-174-ભરત-102009/ 439 / M-4.—The following draft of a notification which is proposed to be issued under section :19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Senior Clerk (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section : 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-174-૧૨૨-102009/ 439 / M-4.— In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act, 1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Senior Clerk -(Class-III) in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Senior Clerk - (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Senior Clerk - (Class-III) shall be made either
 - (a) by promotion of a person of proved merit and efficiency from amongst the person who -
 - (i) have worked for not less than five years in the common cadre of Junior-Clerk and Nursery School Teacher in the subordinate services of Gujarat Labour Welfare Board and who have passed the departmental examination for promotion as may be prescribed by the government from time to time; and
 - (ii) have passed the qualifying examination for basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the Government from time to time in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided that where appointing authority is satisfied that a person having the experience specified above is not available for promotion and that it is necessary in the public interest to fill up the post by promotion even of a person having experience for a lesser period it may, for the reasons to be recorded in writing and after obtaining previous approval of the State Government promote such person who has experience for a period not less than two-third of the period specified above;

OR

- (b) by transferring a suitable employee from the subordinate services (Class-III) of the State Govt. as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 on deputation basis.

OR

- (c) by direct selection.
3. To be eligible for appointment by direct selection to the post mentioned in Rule : 2 above, a candidate must -
- (a) be not less than 21 years of age and not more than 28 years of age; and
 - (b) possess a degree in Arts, Commerce, Science or Law from a university; incorporated by an Act of Parliament or State Legislature in India; and
 - (c) possess the basic knowledge of Computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the government from time to time; and
 - (d) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects;

Provided that the preference may be given to the candidate who have atleast three years' experience in office administration in any of the offices of State Govt. or Boards or Corporation of State Govt. or in the offices of local bodies of the Gujarat State.

Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in the services

of the State of Gujarat in accordance with the provision of Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidate belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of women candidates as determined from time to time under the Gujarat Civil Services classification and Recruitment (General) Rules, 1967.

4. The direct selected candidate shall be appointed as Senior Clerk Sahayak on fixed remuneration as prescribed by the Govt. from time to time on contract basis for a period of five years. After the satisfactory completion of five years contractual services, and after passing the Pre Services Examination during his contractual services as may be prescribed by the government from time to time, he/she will be considered for appointment to the post of Senior Clerk on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-175-અરદ-102009/ 439 / M-4.-The following draft of a notification which is proposed to be issued under section :19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Junior Clerk-(Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section : 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-175-૧૨૮-102009/ 439 / M-4.- In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Junior Clerk -(Class-III) in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Junior Clerk - (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Junior Clerk - (Class-III) shall be made either-
 - (a) by promotion of a person who, -
 - (i) have worked for not less than five years in the common cadre of Game – Teacher and Nayak in the inferior services of Gujarat Labour Welfare Board, and;
 - (ii) have passed H.S.C. examination and;
 - (iii) have passed the qualifying examination for basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined by the Government from time to time in the Gujarat Civil Services Recruitment (General) Rules, 1967 as amended from time to time.

Provided that where appointing authority is satisfied that person having an experience specified above is not available for promotion and it is in the public interest to fill up the post by promotion of a person having a lesser period of experience it may do so, for reason to be recorded in writing and after obtaining previous approval of State Government, promote such person who has experience for a period not less than two-third of the period specified above;

OR

- (b) by transferring of a suitable employee from the subordinate Services (Class-III) of the State Govt. as defined in Gujarat Civil Services Classification and Recruitment (General) Rules, 1967.

OR

- (c) by direct selection;
1. To be eligible for appointment by direct selection to the post mentioned in rule: 2 above, a candidate must -
 - (a) be not less than 18 years of age and not more than 25 years of age;
 - (b) have passed a Higher Secondary Certificate;
 - (c) possess the basic knowledge of computer application equivalent to Course on Computer concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society of the level as may be determined by the State Government in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time;
 - (d) have passed his/her S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that upper age limit may be relaxed in case of a person already in services of the Gujarat Labour Welfare Board or in the services of the State of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification Recruitment (General) Rules, 1967 as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidate belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of women candidates as determined from time to time under the Gujarat Civil Services Classification Recruitment (General) Rules, 1967.

3. The direct selected candidate should have passed his S.S.C. examination with Gujarati and Hindi as one of the subjects.
4. The direct selected candidate shall be appointed as Junior Clerk Sahayak for a period of five years on fixed remuneration on contract basis as prescribed by the State Government from time to time and after passing the Pre Services examination during contractual appointment as may be prescribed by the government from time to time after the satisfactory completion of the contractual period he/she will be considered to be appointed to the post of Junior clerk on regular pay-scale and on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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EXTRA No. 48/10

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-176-422d-102009/ 439 / M-4.--The following draft of a notification which is proposed to be issued under section :19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Nursery School Teacher - (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons' in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-176-૧૨૮-102009/ 439 / M-4.- In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act, 1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Nursery School Teacher (Class-III) in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Nursery School Teacher - (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Nursery School Teacher - (Class-III) shall be made either-
 - (a) by transferring a suitable Pre. P.T.C. Teacher on deputation basis from the Pre Primary Schools or Anganwadi run by the State Govt. or run by the Local bodies or Pre-primary Schools or Anganwadi recognized by the Govt. of Gujarat,

OR

- (b) by direct selection;
3. To be eligible for appointment by direct selection to the post mentioned in rule: 2 above, a candidate must -

- (a) be a woman; and
- (b) be not less than 18 years of age and not more than 25 years of age; and
- (c) have passed Pre P.T.C. examination prescribed by the Government of Gujarat; and
- (d) possess the basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the level as may be determined to the government from time to time in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time; and
- (e) have passed S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that preference may be given to a candidate who have atleast three years' experience as Pre Primary Teacher at any of Anganwadi / School run by Government of Gujarat or Municipal Corporations or Local Bodies of Gujarat State.

Provided further that upper age limit may be relaxed in case of a person already in service of the Gujarat Labour Welfare Board or in the services of the State of Gujarat in accordance with the provisions of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided further that upper age limit may be relaxed in favour of the candidate belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and also in favour of women candidate as determined from time to time under the Gujarat Civil Services Classification & Recruitment (General) Rules, 1967.

- 4. The direct selected candidate must have passed his S.S.C. examination with Gujarati and Hindi as one of the subjects.
- 5. The direct selected candidate shall be appointed as Nursery School Teacher Sahayak on fixed remuneration as prescribed by the Govt. from time to time

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on contract basis for a period of five years. After the satisfactory completion of five years contractual services, she will be considered for appointment to the post of Nursery School Teacher on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-177-अत-102009/ 439 / M-4.—The following draft of a notification which is proposed to be issued under section 19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Bal-Sevika (Aaya) (Class-IV) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section :19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-177-22d-102009/ 439 / M-4 :— In exercise of the power conferred by Section :19 of the Bombay Labour Welfare Fund Act, 1953, the Government of Gujarat hereby makes the following Rules to provide for regulating the Recruitment to the post of Bal Sevika (Aaya) (Class-IV) in the Service of Gujarat Labour Welfare Board.

1. The Rules shall be called Bal Sevika (Aaya) (Class-IV) in the inferior service of the Gujarat Labour Welfare Board Board.
2. Appointment to the post of Bal Sevika (Aaya) (Class-IV) shall be made by direct selection.
3. To be eligible for appointment by direct selection to the post mentioned in rule 2 above, a candidate must-
 - (a) be a Woman; and
 - (b) be not less than 18 years of age and not more than 25 years of age; and
 - (c) have passed S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that upper age limit may be relaxed in favour of candidate belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and also for women candidate as determined from time to time under the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967.

- 4 The direct selected candidate shall be appointed as Bal Sevika Sahayak for the period of five years on contract basis and on fixed remuneration as may be prescribed by the Government from time to time. After the satisfactory completion of the contractual period he would be considered to be appointed in the regular pay-scale of Bal Sevika (Aaya) on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-178-अत-102009/ 439 / M-4.—The following draft of a notification which is proposed to be issued under section :19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Driver (Class-III) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-178-૧૨૬-102009/ 439 / M-4 :-In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Driver -(Class-III)** in the subordinate services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Driver - (Class-III) in the subordinate services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Driver - (Class-III) shall be made by direct selection.
3. To be eligible for appointment by direct selection to the post mentioned in rule:2 above, a candidate must --
 - (a) be not less than 18 years of age and not more than 25 years of age; and
 - (b) have clear vision and must not have spectacles; and
 - (c) have passed S.S.C. examination with Gujarati and Hindi as one of the subjects; and
 - (d) possess a valid driving licence for L.C.V. from RTO of Gujarat; and
 - (e) have about three years' experience of motor driving; and
 - (f) possess the basic knowledge of computer application equivalent to Course on Computer Concept (CCC) of Department of Electronic Accreditation of Computer Courses (DOEACC) Society or of the

level as may be determined by the Government from time to time in the Civil Services Classification and Recruitment (General) Rules, 1967 as amended from time to time.

Provided that upper age limit may be relaxed in favour of candidate belonging to the Scheduled Caste, Scheduled Tribe, and Social and Educational Backward Class in accordance with the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, as amended from time to time.

4. The direct selected candidate shall be appointed as Driver Sahayak on fixed remuneration on contract basis as may be prescribed by the State Government from time to time. After the satisfactory completion of the contractual period, he will be considered to be appointed in the regular pay-scale of Driver on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-179-૧૨૧-102009/ 439 / M-4 :-The following draft of a notification which is proposed to be issued under section :19 of The Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Game Teacher (Class-IV)** in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of The Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-179-ORD-102009/ 439 / M-4 :-In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act, 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of **Game Teacher - (Class-IV)** in the inferior services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of **Game Teacher - (Class-IV)** in the inferior services of the Gujarat Labour Welfare Board.
2. Appointment to the post of **Game Teacher - (Class-IV)** shall be made either -
 - (a) by promotion or a person amongst the persons who -
 - (i) have worked for not less than five years as Peon or Bal Sevika (Aya) in the inferior services of the Gujarat Labour Welfare Board; and
 - (ii) have passed S.S.C. examination with Physical Training, Gujarati and Hindi and holding a Certificate in Physical Training recognized by the Government of Gujarat.

Provided that where an appointing authority is satisfied that person having an experience specified above is not available for promotion and that it is in the public interest to fillup the post by promotion of a person having for a lesser period of experience, it may for reasons to be recorded in writing and after obtaining prior approval of the State Government, promote such person who has experience for a period not less than two-third of the period specified above;

- (b) by transferring of a suitable person from inferior Services of the State Government (Class-IV) as defined in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, on deputation basis;

OR

- (b) by direct selection.
3. To be eligible for appointment by direct selection to the post mentioned in rule:2 above, a candidate must -
- (a) not be less than 18 years of age and not more than 25 years or age; and
 - (b) have passed S.S.C. examination with Gujarati, Hindi, Physical Training as one of the subjects and holding a certificate in Physical Training recognized by the Government of Gujarat.

Provided that upper age limit may be relaxed in case of a person already in inferior Services of the Gujarat Labour Welfare Board or in the inferior Services of State of Gujarat, in accordance with the provisions of the Gujarat Civil Services Classifications and Recruitment (General) Rules, 1967, as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidates belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of women candidates in accordance with the Gujarat Civil Services Classifications and Recruitment (General) Rules 1967, as amended from time to time.

4. The candidate appointed by direct selection shall be appointed as **Game Teacher Sahayak** on a fixed remuneration for a period of five years on contract basis as prescribed by the State Government from time to time. After satisfactory completion of the tenure, he/she will be considered for the appointment to the post of Game Teacher on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

EXTRA No. 48/14

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-180-अ२२-102009/ 439 / M-4 :-The following draft of a notification which is proposed to be issued under section :19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Nayak (Class-IV) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section 19(1) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-180-GRd-102009/ 439 / M-4.-In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Nayak -(Class-IV) in the inferior services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Nayak - (Class-IV) in the inferior services of the Gujarat Labour Welfare Board.
2. Appointment to the post of Nayak - (Class-IV) in the inferior services of the Gujarat Labour Welfare Board shall be made by promotion amongst the person who -
 - (a) have worked as a Peon or Bai Sevika (Aya) in the inferior services of the Gujarat Labour Welfare Board for a period of five years; and
 - (b) have passed S.S.C. examination with Gujarati and Hindi as one of the subjects.

Provided that where appointing authority is satisfied that a person having an experience specified above is not available for promotion and it is in the public interest to fill up the post by promotion of a person having an experience for a lesser period, it may do so, for reasons to be recorded in writing and after obtaining previous approval of the State Government, promote such person who has experience for a period not less than two-third of the period specified above.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 22nd October, 2009.

THE BOMBAY LABOUR WELFARE FUND ACT, 1953.

No : KHR-2009-181-Ord-102009/ 439 / M-4 :-The following draft of a notification which is proposed to be issued under section-19 of the Bombay Labour Welfare Fund Act, XL of 1953, the Government of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Peon (Class-IV) in the Service of Gujarat Labour Welfare Board.

The draft notification is hereby published as required by section-19(I) of the Bombay Labour Welfare Fund Act, 1953, the said act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of one month from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Principal Secretary, Labour and Employment Department, Block No. 5th, 6th floor, Sachivalaya, Gandhinagar, from any persons' in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No : KHR-2009-181-૧૨૩-102009/ 439 / M-4.—In exercise of the powers conferred by section : 19 of the Bombay Labour Welfare Fund Act-1953, the Governor of Gujarat hereby makes the following rules to provide for regulating the recruitment to the post of Peon (Class-IV) in the inferior services of Gujarat Labour Welfare Board :-

1. These Rules shall be called Recruitment Rules for the post of Peon - (Class-IV) in the inferior services of the Gujarat Labour Welfare Board.
 2. Appointment to the post of Peon - (Class-IV) shall be made either-
 - (a) by transferring or a suitable person from inferior services (Class-IV) of the State Govt. (as defined in the Gujarat Civil Services Classification and recruitment (General) Rules, 1967) on deputation basis;
- OR**
- (b) by direct selection.
 3. To be eligible for appointment by direct selection to the post mentioned in rule-2 above, a candidate must -
 - (a) not be less than 18 years of age and not be more than 25 years of age; and
 - (b) have passed S.S.C. examination with Gujarati, Hindi, as one of the subjects; and
 - (c) possess relevant skills of the job as may be prescribed by Government from time to time.

Provided that preference may be given to a candidate who possesses the driving licence for light motor vehicle.

Provided further that upper age limit may be released in case of a person already in service of the Gujarat Labour Welfare board or in the inferior services of the State of Gujarat, in accordance with provisions of the Gujarat Civil Services Classifications & Recruitment (General) Rules, 1967 as amended from time to time.

Provided further that upper age limit may be relaxed in favour of candidates belonging to the Scheduled Caste, Scheduled Tribe and Social and Educational Backward Class and in favour of women candidates in accordance with the Gujarat Civil Services Classifications and Recruitment (General) Rules 1967, as amended from time to time.

4. The candidate appointed by direct selection shall be appointed as Peon Sahayak on a fixed remuneration for a period of five years on contract basis as prescribed by the State Government from time to time. After satisfactory completion of the tenure he/she will be considered for appointment to the post of Peon on regular pay-scale on regular basis.

By Order and in the name of Governor of Gujarat,

A. M. KADRI,
Deputy Secretary.

EXTRA No. 49

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948;
GANDHINAGAR

Notification

No. KH/SHMC/39077/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calender year 1960 = 100)

Month	Cost of Living Index Number
AUGUST, 2009	3489

Gandhinagar, 9th November, 2009.

H. R. SHAH,

Deputy Commissioner of Labour
and Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા
જાહેરનામું

નંબર કેએચ/એસએચએમસી/૩૮૦૭૭.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ
(ગ)થી મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન
અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ
રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન
નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
ઓગસ્ટ - ૨૦૦૯	૩૪૮૯

ગાંધીનગર, તારીખ ૯મી નવેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૯મી નવેમ્બર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૮૬/આઈડીએ-૨૦૦૧-૧૨૯૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(ર)ના ખંડ (એન) ના પેટા-ખંડ (ઢ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ડી. એન. મહેતા, સાર્વજનિક હોસ્પિટલ, નવસારી હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રમણ મહેરીયા,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૧મી નવેમ્બર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૮૭/આઈડીએ-૧૦૦૦-૭૭૯-લાગ-૨-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

51/2 GUJ.GOV.T.GAZ. EX., NOV. 21, 2009/KARTIKA 30, 1931 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી અશક્તાશ્રમ હોસ્પિટલ, સુરતના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રમણ મહેરીયા,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 52

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



सत्यमेव जयते

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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 23rd November, 2009.

No : KHR-2009-189/NAS/102004/1087/R-2.—In exercise of the powers conferred under Section 24(1) (4) of the Apprentice Act, 1961, and in suppression of the previous orders issued in this behalf, the Government of Gujarat hereby re-constitutes the State Apprenticeship Council and nominates members thereon as follows, namely;

- | | | |
|--|---|---------------|
| (1) Chairman | Minister, Labour and Employment,
Government of Gujarat. | Chairman |
| (2) Vice-Chairman | State level Minister,
Labour and Employment,
Government of Gujarat. | Vice-Chairman |
| (3) Representative of
Central Government
(one) | Director General, Employment and
Training, Ministry of Labour and
Employment, New Delhi, or his
representatives. | Member |
| (4) Representative of
State Government | (1) Addl. Chief Secy./Principal
Secy./Secy., Labour and
Employment Department,
Sachivalaya, Gandhinagar. | Member |
| | (2) The Director, Employment &
Training, Gandhinagar. | Member |
| | (3) The Commissioner of Labour,
Gandhinagar. | Member |
| | (4) Addl. Secy./Jt. Secy./Dy. Secy,
Labour and Employment
Department, Sachivalaya,
Gandhinagar. | Member |
| | (5) Principal Secy./Secretary, Road
and Building Department,
Sachivalaya, Gandhinagar. | Member |
| | (6) Addl. Chief Secy./Principal
Secy./Secy. Energy & Petro-
chemicals Department,
Gandhinagar. | Member |
| | (7) The Commissioner of Industries,
Udyog Bhavan, Gandhinagar. | Member |
| | (8) The Director, Technical
Education, Gandhinagar. | Member |

(5) Representative of Public Sector (Two)	(1) Shri Pareshbhai M. Trivedi, Aishwarya, Patel Colony, Sheri No. 3, Jamnagar.	Member
	(2) Shri Bipinchandra Bhagwanji Solanki, 12/144, Akhbarnagar, Nava Wadaj, Ahmedabad-13.	Member
(6) Representative of Private Sector (Two)	(1) Shri Ashokbhai Ishwarbhai Patel, (Reliance) A/37, Nandanvan Society, New Sama Raod, Vadodara.	Member
	(2) Shri Ashokbhai R. Hinduja, (Rayon) C/2, Abhishek Building, Rayon Housing Society, Veraval, Dist. Junagadh.	Member
(7) Persons having Special knowledge relating to Industries and Labour (Two)	(1) President, Apparel Manufacturing Association, 110, Podar Plaza, Turning Point, Surat.	Member
	(2) Director, Federation of Indian Chambers of Commerce & Industries, 601, Kivana, Opp. Safron Build. Panchvati, Ahmedabad.	Member
(8) Representatives of recognized Labour Unions in the State	President, Labour Union, Gandhi Labour Seva Sadan, Bhadra, Ahmedabad.	Member
(9) Representatives of Technical Education Council	Secretary, Technical Education Board, Gandhinagar.	Member
(10) Member Secretary	Additional Director, Employment and Training, Gandhinagar.	Member-Secretary

2. The functions of the Council shall be as under :-

- (1) To arrange for the periodical assessment of the requirements of trained persons in the industries in the State;
- (2) To make recommendations to the Central Apprenticeship Council (through the State Government) regarding the additional trades which should be specified as designated trades and the areas and industries which should be covered by the Act as also to indicate the lines along with special steps which need to be taken;
- (3) To review from time to time the implementation of the programme of apprenticeship training in the State and to make recommendations to the Central Apprenticeship Council (through the State Government) for possible improvements and for modifications considered necessary in the standards of training already laid down;
- (4) To conduct periodical instruction of establishments where the apprenticeship training programmes are in operation with a view to finding out wherever the requirements for apprenticeship training as laid down in the Act and the rules made thereunder being observed;
- (5) To arrange for collection, dissemination, display etc. of any useful information pertaining to the training of apprenticeship;
- (6) To generally assist the Central Apprenticeship Council in the discharge of its responsibilities.

Tenure and head-quarters of the council :

3. The tenure of the Council shall be for a period of three years and membership on the council shall be terminus with the tenure of the council. The head-quarters of the council shall be at Gandhinagar.

Cessation of Membership :

4. (1) A member of council shall be for cease to be member, if he dies, resigns, become of unsound mind, is declared insolvent or he is convicted for a criminal offence involving moral turpitude;
- (2) A resignation of membership shall be tendered to the Secretary and shall not take effect until it has been accepted by the Chairman.

Filling of vacancies :

5. (1) Any vacancy in the membership of the Council caused by reasons mentioned in the para-4 above, shall be filled by the State Government;

- (2) A member appointed to fill a casual vacancy shall hold office, so long as the member where place he fills would have been entitled to hold office as if the vacancy hold not occurred.

Time and place of the meeting :

6. The Council shall meet as often as may be necessary and at least over a year on such date, time and place, as may be determined by the Chairman.

Notice of the meeting :

7. The Secretary shall give a notice of not less than fifteen days for a meeting of the Council to each member, but at a shorter notice may be given for holding an emergent meeting.

Quorum for the Council :

8. One-third of the members of the Council, shall constitute the quorum for any meeting of the Council.

Decision by majority :

9. (1) All questions to be decided by the Council shall be in accordance with the option of the majority of the members present and voting;
(2) Each member shall have one vote. If there is equality of votes, the Chairman shall exercise the casting vote;
(3) Copies of all proceedings of the Council shall be furnished to the Secretary to the State Council for Training in Vocational Trades. Any views expressed or suggestions made thereon by the said Council shall be considered by the Council;
(4) In all matters the Council shall follow such procedure, as it may determine.

Power to co-opt members :

10. The Council may at any time invite person to attend its meeting, to give advices or assist in any matter. The person so invited shall, however, not be entitled to vote on any question coming before the Council.

Committees of the Council :

11. (1) The Council shall have the powers to appoint such standing or special committees for assisting it in the discharge of its functions as may be considered expedient by it.

- (2) The composition and the functions of the standing or special committees shall be determined by the Council.

Authentication of Acts and Proceedings :

12. (1) All Acts and proceedings of the council shall have authentication by the Chairman or with the written approval of the Chairman, by the Secretary of the Council :
- (2) The Secretary of the Council shall carry out the decision of the Council.

TA/DA to members :

13. For the purpose of the travelling allowance and daily allowance the committee shall be treated as State level Committee and the Chairman, Vice-Chairman and non-official members of the Committee should be paid T.A. and D.A. for journey performed by them in connection with the work of the Committee in accordance with the G.C.S.R. For purpose of travelling allowance and daily allowance to the "The Local non-official members of the council shall be entitled to the conveyance charges actually incurred by them for attending the meeting of the council, as laid down in Govt. Resolution, Finance Dept. No. MSB/102008/220/CH, dated 18th September, 2008 as amended from time to time.
14. The expenditure involved shall be debited to the budget head, "Demand No. 57, Major Head : 2230-Labour and Employment, Sub-major Head : 03-Training, Major Head : 102-Apprenticeship Training, Sub-Head : 01-EMP-4, National Apprenticeship Training" and shall be met from the grant sanctioned thereunder.

By Order and in the name of the Governor of Gujarat,

M. I. Paradia,
Additional Secretary.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
GANDHINAGAR**

Notification

No. KH/SHMC/39079/MWA/6.—In pursuance of clause (d) of section-2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Gandhinagar, the Competent Authority, appointed under clause (c) of the said Section-2, hereby declare cost of living index number for the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calender year 1960 = 100)

Month	Cost of Living Index Number
SEPTEMBER, 2009	3446

Gandhinagar, 21st November, 2009.

H. R. SHAH,
Deputy Commissioner of Labour
and Competent Authority under the
Minimum Wages Act, 1948,
Gujarat State, Gandhinagar.

સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ગ) અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ/એસએચએમસી/૩૮૦૭૯.-લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ગ)થી મળેલ સત્તાની રૂએ હું, નાયબ શ્રમ આયુક્ત, ગાંધીનગર, આથી લઘુત્તમ વેતન અધિનિયમની કલમ-૨(ધ) અન્વયે ઉક્ત કાયદાની અનુસૂચિના ભાગ-૧માં નિર્દિષ્ટ કરેલ રોજગારીમાં ગુજરાત રાજ્યમાં કામ કરતા શ્રમયોગી/કર્મચારીના માટે નીચે મુજબ જીવન નિર્વાહ ખર્ચનો આંક જાહેર કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

મહિનો	જીવન નિર્વાહ ખર્ચના સૂચિઆંક
સપ્ટેમ્બર, ૨૦૦૯	૩૪૪૬

ગાંધીનગર, તારીખ ૨૧મી નવેમ્બર, ૨૦૦૯.

એચ. આર. શાહ,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, ગુજરાત રાજ્ય,
ગાંધીનગર.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૭મી નવેમ્બર, ૨૦૦૯.

औद्योगिक विवाद अधिनियम, १९४७ (सन् १९४७नो १४मो).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૯૨/આઈડીએ-૧૦૨૦૦૯-૭૧૯૭૩૯-મ(૪).- ગુજરાત સરકારનો એવો અભિપ્રાય છે, કે નીચે અનુસૂચિમાં નિર્દિષ્ટ કરેલી બાબતો સાથે સંકળાયેલી ઔદ્યોગિક તકરાર હિન્દુસ્તાન યુનિલીવર લી., ગાંધીધામ, જિ. કચ્છ અને તે હેઠળ કામે રાખેલા શ્રમયોગી વચ્ચેની છે.

તેથી હવે, ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મા)ની કલમ-૧૦ની પેટા કલમ-(૧) ના ખંડ (ધ) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર આથી રાજકોટ ખાતેના ઔદ્યોગિક ન્યાયપંચને સદરહુ તકરાર તેનો ન્યાય નિર્ણય કરવા માટે લખી મોકલે છે અને ઉક્ત અધિનિયમની કલમ-૧૦(૩) હેઠળ મળેલી સત્તાની રૂએ સદરહુ સંસ્થામાં તારીખ ૩૦ નવેમ્બર, ૨૦૦૯નાં રોજથી શ્રમયોગીઓ દ્વારા પાડવામાં આવેલ હડતાળ પર પ્રતિબંધ મૂકે છે.

ઉક્ત અધિનિયમની કલમ-૧૦(૨-ક) અન્વયે સદરહુ કેસનો ચુકાદો આપવાની સમયમર્યાદા હુકમની તારીખથી ત્રણ માસ સુધીની ઠરાવવામાં આવે છે.

અનુસૂચિ

સંસ્થાના તારીખ ૬ઠ્ઠી નવેમ્બર, ૨૦૦૯ના હુકમથી શ્રમયોગીઓશ્રી પ્રફુલભાઈ જે. ઠાકુર, માનજી મારવાડા તથા રમેશ સામંતરાવ કે જેઓને પેન્ડિંગ ઈન્કવાયરી સસ્પેન્ડ કરવામાં આવેલ છે, તે હુકમ રદ કરવો કે કેમ ?

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રા. વિ. ભગત,
ઉપ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૭ ડીસેમ્બર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૯૭/આઈડીએ-૧૦૯૯-૨૭૭૭-પાર્ટ-૧-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

55/2 GUJ.GOV.T.GAZ. EX., DEC. 7, 2009/AGRAHAYANA 16, 1931 [PART I-L

તેથી હવે, ઉક્ત અધિનિયમની કલમ - (૨) ના ખંડ (એન) ના પેટા - ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., પો. દહેજ, (મેન્યુફેક્ચરીંગ ડીવીઝન) જિ. ભરૂચ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રમણ મહેરીયા,
નાયબ સચિવ

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 56

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ઉચ્છ રીસેમ્બર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૧૯૮/આઈડીએ-૧૦૨૦૦૪-૧૯૦૫-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, હોસ્પિટલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ - (૨) ના ખંડ (એન) ના પેટા - ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી થી ગુજરાત કેન્સર એન્ડ રીસર્ચ ઈન્સ્ટીટ્યુટ, (એમ. પી. શાહ, કેન્સર હોસ્પિટલ), રીજીયોનલ કેન્સર સેન્ટર, અમદાવાદ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી ૬ (છ) માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

રમણ મહેરીયા,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 57

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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and Gujarat Industrial Relations Act.

LABOUR AND EMPLOYMENT DEPARTMENT,

Notification

Sachivalaya, Gandhinagar, dated 23rd November, 2009.

No. KHR- 2009-189-NAS-102004-1087-R-2.—In exercise of the powers conferred under Section 24(1)(4) of the Apprentice Act, 1961 and in suppression of the previous orders issued in this behalf, the Government of Gujarat hereby re-constitutes the State Apprenticeship Council and nominates members thereon as follows, namely :-

(1)	Chairman	Minister, Labour and Employment Government of Gujarat.	Chairman
(2)	Vice-Chairman	State Level Minister, Labour and Employment, Government of Gujarat.	Vice-Chairman
(3)	Representative of Central Government (One)	Director General, Employment and Training, Ministry of Employment, New Delhi, or his representatives.	Member
(4)	Representatives of State Government	1. Addl. Chief Secy./Principal Secy./Secy, Labour and Employ- ment Department, Sachivalaya, Gandhinagar.	Member
		2. The Director, Employment & Training, Gandhinagar.	Member
		3. The Commissioner of Labour, Gandhinagar.	Member
		4. Addl. Secy./Jt. Secy./Dy. Secy, Labour and Employment Department, Sachivalaya, Gandhinagar.	Member
		5. Principal Secy./Secretary, Roal and Building Department, Sachivalaya, Gandhinagar.	Member
		6. Addl. Chief Secy./Principal Secy./Secy, Energy & Petro- chemicals Department, Gandhinagar.	Member
		7. The Commissioner of Industries, Udyog Bhavan, Gandhinagar.	Member
		8. The Director, Technical Edu- cation, Gandhinagar.	Member

- | | | |
|--|---|------------------|
| (5) Representatives of Private Sector (Two) | 1. Shri Pareshbhai M. Trivedi, Aishwarya, Patel Colony, Sheri No. 3, Jamnagar. | Member |
| | 2. Shri Bipinchandra Bhagwanji Solanki, 12/144, Akhbarnagar, Nava Wadaj, Ahmedabad-13. | Member |
| (6) Representatives of Private Sector (Two) | 1. Shri Ashokbhai Ishwarbhai Patel, (Reliance) A/37, Nandanvan Society, New Sama Road, Vadodara. | Member |
| | 2. Shri Ashokbhai R. Hinduja, (Rayon) C/2, Abhishek Building, Rayon Housing Society, Veraval, Dist. Jungadh. | Member |
| (7) Persons having special knowledge relating to Industries and Labour (Two) | 1. President, Apparel Manufacturing Association, 110, Podar Plaza Turning Point, Surat. | Member |
| | 2. Director, Federation of Indian Chambers of Commerce & Industries, 601, Kivana, Opp. Safron Build., Panchvati, Ahmedabad. | Member |
| (8) Representatives of recognized Labour Unions in the State | President, Labour Union, Gandhi Labour Seva Sadan, Bhadra, Ahmedabad. | Member |
| (9) Representatives of Technical Education Council. | Secretary, Technical Examination Board, Gandhinagar. | Member |
| (10) Member-Secretary | Additional Director, Employment and Training, Gandhinagar. | Member-Secretary |

2. The functions of the Council shall be as under :-

- (1) To arrange for the periodical assessment of the requirements of trained persons in the industries in the State;
- (2) To make recommendations to the Central Apprenticeship Council (through the State Government) regarding the additional trades which should be specified as designated trades and the areas and industries which should be covered by the Act as also to indicate the lines along with special steps which need to be taken;
- (3) To review from time to time the implementation of the programme of apprenticeship training in the State and to make recommendations to the Central Apprenticeship Council (through the State Government) for possible improvements and for modifications considered necessary in the standards of training already laid down;
- (4) To conduct periodical inspections of establishments where the apprenticeship training programmes are in operation with a view to finding out wherever the requirements for apprenticeship training as laid down in the Act and the rules made thereunder being observed;
- (5) To arrange for collection dissemination, display, etc. of any useful information pertaining to the training of apprenticeship;
- (6) To generally assist the Central Apprenticeship Council in the discharge of its responsibilities.

Tenure and headquarters of the council :

3. The tenure of the Council shall be for a period of three years and membership of the council shall be co-terminus with the tenure of the council. The headquarters of the council shall be at Gandhinagar.

Cessation of Membership :

- 4 (1) A member of the Council shall be to cease to be member, if he dies, resigns, becomes of unsound mind, is declared insolvent or he is convicted for a criminal offence involving moral turpitude;
- (2) A resignation of membership shall be tendered to the Secretary and shall not take effect until it has been accepted by the Chairman.

Filling of vacancies :

- 5 (1) Any vacancy in the membership of the Council caused by reasons mentioned in the para-4 above, shall be filled in by the State Government;
- (2) A member appointed to fill a casual vacancy shall hold office, so long as the member where place he fills would have been entitled to hold office as if the vacancy hold not occurred.

Time and place of the meeting :

6. The Council shall meet as often as may be necessary and at least over a year on such date, time and place, as may be determined by the Chairman.

Notice of the meeting :

7. The Secretary shall give a notice of not less than fifteen days for a meeting of the Council to each member, but at a shorter notice may be given for holding an emergent meeting.

Quorum for the Council :

8. One - third of the members of the Council, shall constitute the quorum for any meeting of the Council.

Decision by majority :

- 9 (1) All questions to be decided by the council shall be in accordance with the option of the majority of the members present and voting;
- (2) Each member shall have one vote; if there is equality of votes, the Chairman shall exercise the casting vote;
- (3) Copies of all proceedings of the Council shall be furnished to the Secretary to the State Council for Training in Vocational Trades. Any views expressed of suggestions made thereon by the said council shall be considered by the Council;
- (4) In all matters the council shall follow such procedure, as it may determine.

Power to co-opt members :

10. The Council may at any time invite person to attend its meeting, to give advices or assist in any matter. The person so invited shall, however, not be entitled to vote on any question coming before the council.

Committees of the Council :

- 11 (1) The council shall have the powers to appoint such standing or special committees for assisting it in the discharge of its functions as may be considered expedient by it;
- (2) The composition and the functions of the standing or special committees shall be determined by the Council.

Authentication of acts and proceedings :

- 12 (1) All acts and proceedings of the council shall have authentication by the Chairman or with the written approval of the Chairman by the Secretary of the Council;
- (2) The Secretary of the Council shall carry-out the decision of the council.

TA/DA to members :

13. For the purpose of the travelling allowance and daily allowance the committee shall be treated as State Level Committee and the Chairman, Vice-Chairman and non-official members of the Committee should be paid T.A. and D.A. for journey performed by them in connection with the work of the Committee in accordance with the G.C.S.R. For the purpose of travelling allowance and daily allowance to "The Local non-official members of the council shall be entitled to the conveyance charges actually incurred by them for attending of the council, as laid down in Govt. Resolution, Finance Dept. No. MSB/102008/220/CH, dated 18th September, 2008, as amended from time to time.
14. The expenditure involved shall be debited to the budget head, "Demand No. 57, Major Head : 2230-Labour and Employment, Sub-major Head : 03-Training, Minor Head : 102-Apprenticeship Training, Sub-Head : 01-EMP-4, National Apprenticeship Training" and shall be met from the grant sanctioned thereunder.

By order and in the name of the Governor of Gujarat.

M. I. PATADIA,
Additional Secretary.

EXTRA No. 58

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



सत्यमेव जयते

The Gujarat Government Gazette

EXTRAORDINARY

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૩મી ડીસેમ્બર, ૨૦૦૯.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૯/૨૦૭/આઈડીએ-૨૦૦૨-૪૬૬-પાર્ટ-૧-મ (૪).- ગુજરાત સરકારને
ખાતરી થઈ છે કે, પેટ્રોકેમીકલ્સ ઉદ્યોગ હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ના
ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના
હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે, ઉક્ત અધિનિયમની કલમ-(૨)ના ખંડ (એન) ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી રીલાયન્સ ઈન્ડસ્ટ્રીઝ લી., વડોદરા મેન્યુ. ડીવીઝન, વડોદરા હેઠળના કામદારોના રોજગારની સેવાઓને તારીખ ૨૫મી જાન્યુઆરી, ૨૦૧૦ થી વધુ છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. એન. દવે,
અધિક સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 59

POSTAL REGISTRATION
No. VDR-E/14/2009-2011



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ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. એન. દવે,
નાયબ સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.